

**COMMENTARY**

**David Suzuki:**  
When facts are mangled  
it's the job of scientists  
to speak up.

See Page A3

**ACTUALITÉS**

L'ACPPU songe à  
adopter une motion  
de censure contre  
l'Université Dalhousie.

Voir Page A4

**IN THE NEWS**

Fiscal Update 2005:  
Liberal platform  
misses key education  
funding need.

See Page A5

**Letters**

Le mot de la présidente

Poll: Eliminate Tuition in Canada

Dalhousie: Censure Warning

**A2****A3****A5****A6**

Carrières

**B1**

# CAUT ACPPU BULLETIN

VOL 52 NO 10 DECEMBER 2005 DÉCEMBRE | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURS ET PROFESSEURES D'UNIVERSITÉ

Canada's Voice for Academics

La voix des universitaires  
du Canada

## CAUT Launches Its Election Campaign

WITH a federal election now set for Jan. 23, CAUT is hoping to turn post-secondary education into a campaign issue again.

"The election is an opportunity to focus on the challenges facing universities and colleges in Canada, and to suggest ways the federal government can better protect the quality and accessibility of post-secondary education," observes Loretta Czernis, president of CAUT.

As part of its strategy, CAUT is urging its member associations to get involved in their local election campaigns.

"Our ability to influence the political agenda during this election campaign is directly related to the ability of our associations to address local issues and concerns," Czernis adds.

To assist members, CAUT has produced an election kit outlining ways associations can get their voices heard during the eight-week campaign. The kit contains sample questions to ask local candidates, fact sheets on the key issues, links to further resources, and suggestions on organizing local events and activities.

"It's important for those of us committed to improving public post-secondary education in Canada to get involved so

See ELECTION Page A4

## Research Chairs Program Review Calls for Change

**A**n independent review of the Canada Research Chairs Program that funds 2,000 positions at Canadian universities has found serious flaws in its design and implementation.

The program review conducted by CAUT highlights three major problems: equity, management of the awards by the host university and program stability.

"The most pressing failure of the program is its equity component," said CAUT president Loretta Czernis.

The CAUT review surveyed current chair holders and found that only 20 per cent of the chairs are women and just 9 per cent are visible minorities.

"Two thousand new positions could have allowed Canadian universities to deal with a history of inequity. Instead, the CRC program has perpetuated that inequity," Czernis said.

"We are also concerned that the program has shifted university priorities away from subject areas preferred by faculty and students."

CAUT is recommending the government create an additional 500 chairs to be awarded to women and members of other designated groups and is calling for a change in the allocation formula. Currently, the federal government requires that 45 per cent of chairs are awarded in the natural sciences, 35 per cent in the medical sciences and 20 per cent in the social sciences and humanities.

"We're proposing that the decision about which discipline should be awarded chairs be made by the senior academic body of each university, and not the federal government," Czernis said.

The study also found considerable inconsistency in the management of the CRC program by host institutions, as well as in many cases a lack of proper consultation by university officials in developing the strategic plans that guided appointment decisions.

Czernis noted that while the government has commissioned various reviews of the program, these reviews failed to deal properly with key concerns expressed by academic staff.

"Because of the substantial amount of federal money spent on the CRC program, we felt there was an urgent need for an alternative review that looked more carefully at critical aspects of the first five years of the program," she said.

The review process, which began last year, consisted of a detailed survey of academic staff associations across Canada about the program at their institutions and of a questionnaire mailed to each holder of a Canada Research Chair. ■

To obtain a free copy of CAUT's Alternative Fifth Year Review of the CRC Program, contact Sue Trounce (trounce@caut.ca), call 613-822-2270, or download a copy at [www.cautionpublications/briefs/2005\\_crc\\_review.pdf](http://www.cautionpublications/briefs/2005_crc_review.pdf).

## Un rapport appelle à une profonde révision du PCRC

L'ACPPU a procédé à un examen indépendant du Programme des chaires de recherche du Canada (PCRC) qui finance 2 000 professeurs de recherche dans les universités canadiennes. Dans son rapport, l'ACPPU fait ressortir de séries lacunes dans la conception et l'exploitation du programme et met en lumière trois grands problèmes : l'inéquité, la gestion des chaires par les universités hôtes et l'instabilité du programme.

« La lacune la plus préoccupante concerne l'équité », souligne la présidente de l'ACPPU, Loretta Czernis.

L'examen de l'ACPPU constate, à partir des réponses fournies par les titulaires de chaires, que seules 20 % des chaires sont attribuées à des femmes et à peine 9 % à des membres des minorités visibles.

« Deux mille nouveaux postes auraient pu permettre aux universités canadiennes de régler un problème d'inéquité de longue date. Au lieu de cela, le PCRC a perpétué cette mal-

heureuse situation », ajoute Mme Czernis.

« Nous sommes aussi préoccupés par le fait que les priorités des universités, en raison de la structure actuelle du programme, s'éloignent des domaines de spécialisation privilégiés par les professeurs et les étudiants. »

L'ACPPU recommande au gouvernement fédéral de créer 500 chaires supplémentaires qui seront attribuées à des femmes et à des membres d'autres groupes désignés, et demande que la formule d'attribution des chaires soit modifiée. Selon la formule actuelle, le gouvernement exige que les chaires soient divisées entre trois catégories disciplinaires : les sciences naturelles (45 %), les sciences de la santé (35 %) et les sciences sociales et humaines (20 %).

« Nous recommandons également qu'il appartienne à l'instance supérieure de chaque établissement, et non pas au gouvernement fédéral, de déterminer l'attribution des chaires par discipline », conclut-elle. ■

D'autre part, l'examen a relevé une incohérence importante dans la gestion du PCRC par les établissements hôtes et a constaté que, dans bien des cas, les dirigeants des universités n'avaient pas effectué les consultations nécessaires avant d'établir les plans stratégiques qui doivent guider leurs décisions sur leurs futures mises en candidature aux chaires de recherche.

Mme Czernis fait remarquer que les diverses études du programme commandées à ce jour par le gouvernement n'ont pas réussi à répondre comme il se doit aux principales préoccupations soulevées par le personnel académique.

« Comme le gouvernement fédéral a versé beaucoup d'argent dans le programme, nous estimons qu'il était grandement temps de conduire une étude parallèle plus approfondie des aspects critiques des cinq premières années de ce programme », conclut-elle. ■

Le rapport est disponible sur le site [www.acppu.ca](http://www.acppu.ca).

## Academic Freedom Fund Donors

## Faculty Associations

University of New Brunswick (AUNB) — \$50,000  
University of Guelph (UOG) — \$25,000  
Saint Mary's University (SMU) — \$22,000  
University College of Cape Breton (UCCBFA) — \$11,000

University of Victoria (UVicFA) — \$12,000  
McGill University (MUF) — \$20,000  
Mount Saint Vincent University (MSVU) — \$12,000  
University of Waterloo (FAUW) — \$22,000  
University of Calgary (UofC) — \$10,000  
Association of Nova Scotia University Teachers — \$1,000

University of Regina (URFA) — \$10,000  
Mount Allison University (MAFA) — \$2,500  
University of Winnipeg (UWFA) — \$2,000  
Algoma University College (UAC) — \$2,000  
Federal Union of Post-Secondary Educators of B.C. — \$10,000  
Quebec University (QUFA) — \$10,000  
McGill University (MAUT) — \$20,000  
Nova Scotia College of Art and Design (FNSCAD) — \$500  
Canadian Military Colleges (CMCFA) — \$10,000  
Athabasca University (AUFA) — \$10,000  
Memorial University of Newfoundland (NUFA) — \$4,200  
Manitoba Organization of Faculty Associations — \$1,000

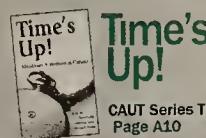
Acadia University (AUFA) — \$23,400  
Université de Moncton (ABPUM) — \$6,000  
University of Alberta (UFA) — \$10,000  
Brander University (BUFA) — \$10,000  
Saskatchewan University (SUFA) — \$10,000  
Trent University (TUFA) — \$25,000  
Brock University (BUFA) — \$10,000  
University of Prince Edward Island (UPEIFA) — \$4,000  
University of Saskatchewan (USFA) — \$2,000  
University of Manitoba (UMFA) — \$17,000  
St. Francis Xavier University (SFUAU) — \$25,000  
Augustana University College (AUCFA) — \$3,000  
University of Guelph-Humber (UGFA) — \$3,600  
Laurentian University (LUFA) — \$7,000  
Bishop's University (BUFA) — \$7,500  
Dalhousie University (DFA) — \$10,000  
St. Thomas Aquinas University (FAUST) — \$4,000  
Ryerson University (RFA) — \$20,000  
Wilfrid Laurier University (WLFA) — \$15,000  
Brescia University College (BFA) — \$500  
University of British Columbia (UBCPUSA) — \$2,000  
University of Western Ontario (UWOFA) — \$4,000  
University of Hearst (APUH) — \$500  
Niagara University (NUFA) — \$2,000  
University of Alberta (AAASUA) — \$31,700  
Université de Moncton (ABPUMC) — \$7,500  
University of British Columbia (UBCFA) — \$25,000  
University of Northern British Columbia (UNBCFA) — \$2,000

\$1 Million



The  
MORTGAGE  
Centre

Discount Rates Page A8



CAUT Series Title  
Page A10

PLEDGED TO DATE: \$775,030

# CAUT & APPU BULLETIN

PUBLISHED BY/PUBLIE PAR  
Canadian Association of University Teachers  
Association canadienne des professeurs et  
professeures d'université

2675, promenade Queen'sview Drive,  
Ottawa (Ontario) K2B 8K2; Tel: 613/520-2270;  
Fax: 613/520-2417; Email: duhaime@caut.ca

PRESIDENT/PRESIDENTE  
Loretta Czernis

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL  
James Turk

MANAGING EDITOR/REDIRECTRICE EN CHEF  
Liza Duhaime

ADVERTISING/PUBLICITÉ  
Johanne Smith

CIRCULATION/DIFFUSION  
Jocelyne Fortier

BULLETIN ONLINE/BULLETIN INTERACTIF  
Cynthia Wagner

GRAPHIC DESIGN/GRAFISME  
Kevin Albert

SUBSCRIPTIONS/ABONNEMENT  
Natalie Savard (savard@caut.ca)

EDITORIAL BOARD/COMITÉ DE RÉDACTION  
Loretta Czernis James Turk  
Mark Gabbert David Robinson  
Greg Allain Liza Duhaime

**COMMENTS? QUESTIONS?**  
Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, or are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

**COURRIER DES LECTEURS**  
La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

The *CAUT Bulletin* is published each month September through June. Average distribution 40,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Career ads and a selection of articles are available via the Bulletin Online at [www.caut.ca](http://www.caut.ca).

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s).

Le *Bulletin de l'ACPPU* est publié chaque mois, de septembre à juin. Tirage moyen : 40 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces d'emploi et un choix d'articles sont reproduits dans le *Bulletin interactif*, sur le site [www.acppu.ca](http://www.acppu.ca).

Droit d'auteur : Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'en-gagent que leurs auteurs.

#### PRIVACY POLICY

CAUT's privacy policy is compliant with the national privacy standard set out in the Personal Information Protection and Electronic Documents Act. A complete copy of the CAUT privacy policy is available at [www.caut.ca](http://www.caut.ca).

LA PROTECTION DES RENSEIGNEMENTS PERSONNELS  
La politique relative à la protection des renseignements personnels de l'ACPPU est conforme à la Loi fédérale sur la protection des renseignements personnels et les documents électroniques. Vous pouvez vous procurer un exemplaire de la politique à [www.acppu.ca](http://www.acppu.ca).

MEMBER OF/MEMBRE DE  
Canadian Association of Labour Media  
L'Association canadienne de la presse syndicale



PRINTED IN CANADA BY/IMPRIME AU CANADA PAR  
Performance Printing, Smiths Falls

# LETTERS COURRIER

## Multimedia — A Publishing Pickle

Paul Jones' commentary ("Freedom to Publish Must be Protected," *Bulletin*, Nov. 2005) seems to miss a major point in the argument when non-paper medium is used as the vehicle for publication.

It is fairly clear that publication of work produced by an academic in most universities can be published as the academic sees fit (notwithstanding any other confidentiality agreements to which the academic agrees). But when multimedia assistance is required the academic is no longer publishing his or her own work alone, but a work that often represents a team effort that could include graphic artists, media producers, web designers, audio or video technicians, producers or instructional designers. To suggest the academic has, or should have, the exclusive right to control publication of work done by many seems unreasonable.

As Jones notes, current collective agreements are often fuzzy in regard to publication of such multi-authored works, however we will not guarantee free flow of information by trying to usurp control over the works of others. Shared ownership of intellectual prop-

erty is confusing and rarely simple, but only agreements that recognize the realities of production media and process will provide just and long-term solutions.

In addition, the increasing ease of multimedia production tools such as blogs, pod and video casts and web creation tools, means academics can create their own intellectual property in multimedia formats, without using the contributory work of others, but this entails increased effort and skill by the academic.

TERRY ANOERSON  
Editor, The International Review of Research in Open & Distance Learning  
Professor & Canada Research Chair in Distance Education, Athabasca University

## Paul Jones Replies

The provision of technical production services does not give rise to intellectual property rights in traditional print publishing or in the multimedia environment.

Unfortunately, university and college administrators are using the fact that many multimedia projects receive such assistance as a basis to claim an ownership share. This is not done to

reward the efforts of those who provide technical help, but to gain control of the work of academic staff.

When production contribution reaches the level of independent creativity that could sustain a claim to ownership under Canadian law, then it is appropriate that the rights of the individual making the contribution are recognized. But it is not appropriate that an administrator parlay this work of others into a share of ownership for itself, as is often the case.

Administrations have identified the rise of multimedia works as an opportunity to determine the content of academic work, interfere with the freedom to publish, and separate faculty members from their courses as part of the broader effort to casualize teaching.

To rebuff this agenda, Dr. Anderson's suggestion that academic staff master the increasingly accessible tools of multimedia production is good advice. More fundamentally, though, academic staff must resist unfounded employer claims of ownership rights in their creative works.

PAUL JONES  
Research & Education Officer  
CAUT

## Einstein's Interoffice Memo?

The following memorandum is reputed to have been found in the files of the Swiss Patent Office.

21 September 1904

To: Patent Office Headquarters  
From: Albert Einstein

Subject: Commercial Prospects for My Research

I am responding to your request for more information concerning my proposed research for the coming year. In particular, you asked me to describe the prospects for the economic development of Switzerland that will arise from my current work. You have also asked me to explain my work and its commercial prospects in terms that are understandable to the typical Swiss voter.

I am working on three related topics: Brownian motion, the theory of relativity, and the photoelectric effect. Although the work on all three is far from complete, I believe that it is not too soon to see great commercial prospects for Switzerland in at least two of these projects.

Brownian motion is the movement of small particles that float in a liquid. No one is quite sure why these little fellows jump around so much, but previous research confirms that their motions are random. My research is based on the idea that liquids are composed of tiny little pieces of matter, so small that they cannot be seen by the most powerful microscope, and that these little beggars are always jumping around. Occasionally, they bump into the specks floating in the liquid, causing the specks to jump, too.

The commercial prospects here depend on finding a way to control and make use of the jumping specks. If my research is successful, we may be able to create new types of liquids and specks that cause specks to jump around more frequently and in entertaining ways. If so, bartenders will be able to sell beer and schnapps with colorful bouncing specks. Maybe we can find ways to get the specks to sparkle or explode when they are bumped, in ways that are not damaging to the intestinal tract of the consumer. If I am allowed to patent a device that implements this idea, I commit to licensing it only to Swiss brewers and distillers, so that Switzerland can dominate the world market in these products.

The theory of relativity is an attempt to integrate time, distance, matter, and energy into a unified theory of everything. My progress here is slow, and so I have

decided to leave out gravity for this version. I am now concentrating on the implications of the fact that light, unlike other forms of energy, travels at the same speed in all mediums, even a vacuum. This seems to imply that if several people see the same light, it will travel in relation to each other at the same speed, even if they are moving in relation to each other.

The commercial prospects of this work are enormous. If I can prove one or two more conjectures, the implication will be that it is possible to grow younger if we just travel fast enough. The implications for the Swiss travel industry are staggering. If I can use this theory to build a device for traveling to youthfulness, I will patent it in Switzerland and grant licenses only to Swiss travel agencies to offer such excursions to the public.

The photoelectric effect refers to the fact that under some conditions, one can generate electricity by shining light on matter. My research pursues some implications of my conjecture that energy, too, is comprised of little tiny things and that these explain how light is transformed into electricity.

I have thought long and hard about the commercial implications of this project, but, sadly, I have not been able to see any. Electricity is useful for lights and trolleys, but its commercial potential does not seem particularly great. Moreover, Edison and Westinghouse have been successfully pursuing other means of producing it rather than shining lights on certain materials. My initial thought was that one could manufacture an electric light that would shine on your newspaper as you walked down the street, but I now realize that for this to work it would have to be light out anyway. Perhaps I should abandon this project in favor of the others because its commercial prospects are so dim.

This material was originally published in the journal *Science* and is kindly given to us for publication by Stanford University economics professor Roger Noll who submitted it to *Science*.

# COMMENTARY

# TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Higher Education Not for Trade



By LORETTA CZERNIS

This month trade ministers from around the world will meet in Hong Kong in an effort to revive stalled negotiations aimed at expanding the agreements governing international trade in goods and services. Those of us who work in universities and colleges should pay close attention to what happens in Hong Kong. Any deal struck there could have an enormous impact on our institutions and on the work we do.

For us in Canada the most immediate concern is that our colleges and universities, along with other public services, could be covered by the commercial rules of the General Agreement on Trade in Services. This agreement, adopted in 1995, is an extremely broad treaty that applies legally binding restrictions to virtually every government action affecting the delivery of services. The agreement now covers more than 160 service sectors, including health care, social services, postal services and education.

In the current round of talks a number of states are pressing other countries, including Canada, to commit higher education services as one of the sectors covered by GATS. The United States has identified the liberalization of higher and adult education services as one of its top four priorities in the current round of talks. Australia,

New Zealand and Japan are also key supporters of trade in education services.

Distance education providers and institutions seeking to expand overseas have been the key proponents of GATS, saying the agreement would help eliminate policies that restrict trade in education. They are frustrated that some countries prohibit for-profit education providers from entering the "market" while others require that a local institution must be a partner to any foreign educational venture.

But these "obstacles" to trade are in most cases legitimate public policy tools countries use to ensure national education meets domestic needs. By allowing education to be covered by GATS, countries would lose their policy flexibility. So, for universities and colleges, the result would be the locking-in and intensification of the pressures of privatization and commercialization.

To date, the Canadian government has said it will make no commitments on "public" education services. That seems to leave the door open to commitments on private education services. Would this exclude higher education? As our institutions come to rely more and more on private sources of financing, and are increasingly engaged in commercial activities, at what point are they no longer "public" universities or colleges? It is an open question.

Some observers now warn that commitments made in private education services could allow for-

ign, for-profit providers to argue that GATS entitles them to the same range of government supports given to publicly-funded universities and colleges.

Meanwhile, if Canada were to succumb to pressure from its trading partners and make commitments on higher education services, a whole range of policies and regulations would be at risk, from rules requiring preferential hiring of Canadians and landed immigrants to government subsidies for only domestic and public institutions.

Once a country agrees to apply GATS to its education system, institutions and companies from other countries can move freely into the local market by setting up, branch campuses or offering on-line degrees. Local authorities would have little control over this new, open higher education marketplace.

Until recently, the education community worldwide had little awareness of GATS and other WTO agreements. But all of this has changed. Student organizations, faculty unions and even many public university associations have increasingly challenged the view that education is simply a commodity to be traded as any other.

CAUT has played an active role in this debate and will be involved in the Hong Kong ministerial meeting. The message we will deliver is that post-secondary education is far too important to be subjected to the vagaries of the international marketplace or to the restrictive rules of commercial trade agreements like GATS. ■

### Science Matters: Setting the Record Straight



By DAVID SUZUKI

WHEN should scientists be advocates? It's a simple question that often raises a storm of controversy.

Some argue that scientists should not be advocates, period. According to this view, science is value-neutral — simply a quest for knowledge. Scientists should conduct research to reveal information about our world, but leave it up to society to decide what to do with that information.

Of course, such a viewpoint ignores the fact that no activity is truly value-neutral. Even deciding what research to undertake requires a value judgment. So for most people, the question is really — at what point should scientists take a stand on an issue?

*Correcting misleading information* in the media would be a good start. Right now, well-heeled groups that have a lot to gain from maintaining the status quo are actively funding campaigns of misinformation to confuse the public about science issues. Some of these campaigns are organized through conservative think-tanks based out of the United States. But their presence is felt in Canada too.

One of their most successful strategies in recent years was to have spokespersons consistently complain about the "liberal bias" in the media. It was like a mantra, over and over. Of course, there was no liberal bias, but by repeating the phrase *ad nauseum*, people began to believe it. They assumed it must be true. In response, media (in the U.S. in particular) took a sharp turn to the right.

Journalist Chris Mooney's new book *The Republican War on Science* chronicles just how successful and far-reaching these groups have become. He argues there has been a deliberate misrepresentation of science and an exaggeration of uncertainties that stretches all the way to the White House. From acid rain, to climate change, birth control, endangered species, stem cell cloning and more, Mr. Mooney says industry groups and the Bush administration have deliberately tried to keep the public misinformed.

Don't think this doesn't happen in Canada. Newsrooms across the country are routinely bombarded with articles from rogue scientists or "environmental consultants" who have a story to tell. These stories are usually the opposite of the prevailing scientific opinion, but because of this conflict, media often pick them up. That's why, even though there is no debate about

the existence of climate change in scientific circles, you still see one playing out in the editorial pages of newspapers. And that's why television news programs still find a spokesperson with an opposite view to provide "balance" to a story — even if that opinion is patently absurd.

One could argue that it's the media who are letting us down. After all, the task of disseminating information to the public belongs squarely in their hands. Having worked both as a scientist and a journalist, I can see why that argument is tempting. But journalists work to tight deadlines and with ever-shrinking resources. Reporters with specific beats who would get to know an issue in detail are becoming scarce. And science journalists are a rare breed indeed.

Perhaps journalists could be doing a better job, but so could scientists. It isn't enough to do good work in the lab or in the field only to have your issues distorted in the press. If those who know the issues most intimately don't set the record straight, who will?

In a recent essay in the journal *Science*, Philipps aquaculture scientist Jürgenene Primavera made the case for scientists in the developing world to speak up, but much of what she says is universal:

"We scientists in developing countries need to come down from the Ivory Tower and disseminate results not only in peer-reviewed journals, but also through advocacy and the popular media. We must not forget our hearts even as we apply our minds. We do not do science in a vacuum but against the grinding poverty and environment-unfriendly character of modern times, and we can use our scientific knowledge to reduce suffering and make life more full for fellow humans and creatures."

When should scientists be advocates? Whenever they can. ■

David T. Suzuki PhD, chair of the David Suzuki Foundation, is an award-winning scientist, environmentalist and broadcaster.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor (duhaime@caut.ca) for details. Commentary authors will be contacted only if their articles are accepted for publication.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

## LE MOT DE LA PRÉSIDENTE

### L'enseignement supérieur n'est pas un produit d'échange

Par LORETTA CZERNIS

Ce mois-ci, Hong Kong accueille la Conférence internationale des ministres du commerce qui chercheront à relancer les négociations, mises en veilleuse pour l'instant, en vue d'étendre la portée des accords régissant le commerce international des biens et des services. Ceux et celles d'entre nous qui travaillent dans les universités et les collèges devraient regarder de près ce qui se passera à Hong Kong, car toute entente conclue dans cette enceinte pourrait avoir des répercussions considérables à la fois sur nos établissements et sur notre travail.

Ce que nous, Canadiens et Canadiennes, devons craindre dans l'immédiat, c'est que nos collèges et universités, de même que d'autres

services publics, tombent sous l'application des règles commerciales de l'Accord général sur le commerce des services (AGCS). Adopté en 1995, ce traité extrêmement vaste impose des restrictions juridiques contraignantes à la quasi-totalité des interventions gouvernementales en matière de prestation de services. L'accord vise à l'heure actuelle plus de 160 secteurs, y compris les soins de santé, les services sociaux et l'enseignement.

Dans le cycle des négociations en cours, un groupe de pays fait pression sur d'autres États, dont le Canada, pour qu'ils s'engagent à inclure l'enseignement supérieur au nombre des services touchés par l'AGCS. Pour les États-Unis, la libéralisation de l'enseignement supérieur et de l'éducation des adultes figure parmi leurs quatre grandes

priorités au cours de la ronde actuelle. L'Australie, la Nouvelle-Zélande et le Japon se rangent aussi parmi les principaux pays favorables au commerce des services éducatifs.

Les fournisseurs et les établissements de télé-enseignement qui cherchent à étendre leurs activités à l'étranger constituent les principaux promoteurs de l'AGCS. Selon eux, l'accord contribuerait à éliminer les politiques qui restreignent le commerce de l'enseignement. Ces organismes sont irrités par le fait que certains pays interdisent aux fournisseurs commerciaux de services d'enseignement de s'implanter sur le « marché », tandis que d'autres exigent qu'un établissement local soit un part-

Voir L'ENSEIGNEMENT à la page A5

# What lies beneath?



**NATIVE TO**  
Hawaii, the  
*Hymenocallis Littoralis*  
of the Amaryllidaceae  
family is, not  
surprisingly, a lover  
of bright sunlight. Though this  
landscape ornamental is certainly  
attractive, its true qualities lie far  
beneath the surface, for its bulbs  
have proven to be an effective  
source of pancratistatin (PST), a  
powerful anti-cancer compound.  
No one is more excited by this  
than our very own Dr. Siyaram  
Pandey. A University of Windsor  
biochemistry professor, he has  
discovered that, being less toxic,  
PST could revolutionize cancer  
treatment by targeting and  
killing cancer cells much more  
effectively while sparing healthy  
neighbouring cells.

We realize that not everyone  
at our University is conducting  
potentially life-saving research.

But what we  
also know is  
that our collegial  
environment, combined with  
our cross-border location and  
relationships, is fertile ground for  
ground-breaking research, in our  
areas of renown – automotive  
engineering, the environment  
and social justice – and beyond.  
Every day is a new opportunity to  
cultivate success at the University  
of Windsor, where faculty unearth  
exceptional teaching and research  
opportunities, and students  
flourish in a learning environment  
that puts them first. Plus, with its  
rich history, cultural diversity and  
cosmopolitan lifestyle, Windsor is  
a great place to grow your career.

If you'd like to dig deeper  
into our nurturing environment,  
contact Professor Brian Mazer,  
Director of Faculty Recruitment,  
toll free at 1-877-665-6608, or  
visit us online.

[www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions)



*the degree that works*

## ACTUALITÉS

### L'ACPPU songe à imposer la censure à Dalhousie

L'ACPPU a informé le recteur de l'Université Dalhousie, Tom Traves, qu'il pourraient adopter une motion de censure contre l'établissement si la direction ne sait pas à l'obligation qui lui incombe de prendre les dispositions nécessaires pour défendre deux professeurs en butte à des sanctions disciplinaires que fait traîner la Capital District Health Authority, l'hôpital d'enseignement affilié à Dalhousie.

Dans une lettre datée du 22 novembre dernier, l'ACPPU met en garde que son comité de direction déposerait une motion de censure contre l'université si cette dernière ne requerrait pas de la Capital Health qu'elle parvienne à un règlement rapide des mesures qui minent la carrière des professeurs de médecine Gabrielle Horne et Michael Goodeur depuis plus de trois ans.

« Non seulement l'Université Dalhousie a négligé de venir en aide aux professeurs Horne et Goodeur pendant qu'ils étaient astreints, au sein de la Capital Health, à un processus lent et injuste à un point inacceptable, mais aussi les dirigeants de l'établissement, à la fois par leur silence et par leurs actions, ont porté atteinte directement et indirectement à la carrière des deux professeurs », écrit dans cette lettre la présidente de l'ACPPU, Loretta Czernis.

Mme Czernis appelle les dirigeants de l'université à « exercer sans relâche et publiquement des pressions intenses pour que les droits des professeurs Horne et Goodeur en matière d'équité procédurale et

de justice naturelle soient respectés sur-le-champ et que le processus soit réglé en toute justice et dans les plus brefs délais ».

Et d'ajouter Mme Czernis: « L'université doit intervenir rapidement en vue d'atténuer les torts causés à la carrière universitaire des professeurs Horne et Goodeur d'ici à ce que le processus bancal de la Capital Health soit réglé une fois pour toutes et que la situation des deux professeurs soit définitivement rétablie d'une manière juste et équitable. »

Le directeur général de l'ACPPU, James Turk, rappelle qu'il a porté la situation à l'attention de l'université pour la première fois en février 2003, « après que la Capital Health eut manqué de résoudre ces affaires dans le délai qu'elle s'était elle-même imposé ». ■

Il précise qu'en juin 2003, l'université, la Capital District Health Authority et Mme Horne ont conclu une entente en vertu de laquelle la professeure aurait dû reprendre l'intégralité de ses fonctions, mais cette entente, le conseil de l'établissement a refusé de la mettre à exécution.

« Depuis lors, les professeurs Horne et Goodeur ont vécu un véritable cauchemar procédural », souligne M. Turk. « À notre avis, il incombe à l'université de faire tout ce qui est en son pouvoir pour s'assurer que la réputation universitaire des membres de son corps professoral n'est pas entachée par des allégations fallacieuses ou par des sanctions injustes. » ■

English on page A6.

### Members Honoured with CAUT Service Awards

EIGHTEEN members have received Dedicated Service Awards from CAUT. Now in its third year, the award recognizes individuals for exceptional service to their academic staff associations.

Recipients are nominated by their associations, and receive commemorative certificates and CAUT lapel pins.

In November, Donald Westwood, Denis Forse, Douglas Wurtele, Kanta Marwah, Mark Langer, Shirley Mills, Mike Fox, Frances

Montgomery, Derek Sida, Marvin Glass, Jill Vickers, Vincent Baserville, George Neuspil, Geza Kurdos, William Lawson and Martien de Leeuw of Carleton University (CUASA), Robert S. Dilley of Lakehead University (LUFA) and Jeannette Gaudet of St. Thomas University (FAUST) joined the list of Dedicated Service Award recipients, whose names are published on CAUT's website. ■

Version française à la page A8.

### CAUT Election Campaign

From PAGE A1

that all the candidates hear a common message in this campaign," Czernis said.

During the election campaign, CAUT staff will be available to assist member associations in organizing campaign events.

"I want to urge all our associations to get involved in whatever

way they can, no matter how modest or ambitious," said CAUT's associate executive director David Robinson. "CAUT will certainly be available to help in planning local activities." ■

The election kit will be mailed to all member associations and will also be available online at [www.caut.ca](http://www.caut.ca).

Version française à la page A5.



## NEWS ACTUALITÉS

### Fiscal Update Misses Key Education Funding Need

WITH the government set to fall, Finance Minister Ralph Goodale used this year's federal fiscal update to stake out the key elements of the Liberal Party's coming election campaign platform.

The cornerstone of that platform is nearly \$30 billion in tax cuts, but the update also contains promises to spend more than \$6 billion on post-secondary education over the next five years.

CAUT's executive director James Turk said the planned extra funding for universities and colleges is welcome, but fails to address the overriding problem of inadequate core funding.

"We're pleased the Liberals are interested in expanding access to post-secondary education and we welcome the expansion of the Canada Access Grant program to cover all years of study," Turk said. "However, this has to be accompanied by a coordinated strategy with the provinces to freeze and eventually reduce tuition so that fee increases don't offset the value of the grant. This can only be done through an increase in the core operating budgets of universities and colleges."

In addition to improvements in grants to undergraduate students, the government also promised to double the number of graduate scholarships awarded, boost funding for the Canada Student Loan Program,

and provide more support for aboriginal students and students with disabilities.

"All these initiatives are important steps in expanding access to post-secondary education, but we also need to see a more direct federal commitment to core operating funding through a dedicated transfer to the provinces for post-secondary education," Turk said. "Without that, it's just tinkering around the edges of the real problem."

The update also proposes to substantially increase research funding over the next five years, including \$1.2 billion in additional funding for the indirect costs of university research and an increase of \$85 million to the granting agencies' budgets.

But Turk said he is concerned about the government's continuing narrow focus on the commercialization of university research and its intention to require the granting councils to develop and report annually on a standardized set of measures to track research outcomes.

"These types of performance indicators applied to research have proven disastrous in other jurisdictions," he said. "In the United Kingdom, it has skewed research toward short-term publication results at the expense of more long-term and fundamental research." ■

Version française à la page A11.

### L'enseignement supérieur n'est pas un produit d'échange

 Suite de la PAGE A3

naire de toute initiative étrangère en matière d'éducation.

Cependant, ces « obstacles » au commerce sont, dans la plupart des cas, des outils légitimes de politique publique que les pays emploient pour assurer que l'éducation nationale répond aux besoins internes. En permettant que l'enseignement soit inclus dans le champ d'application de l'AGCS, les pays perdraient leur flexibilité en matière de politiques. Les universités et les collèges verront ainsi se consolider et s'intensifier les pressions de la privatisation et de la commercialisation.

Si le gouvernement du Canada a affirmé jusqu'ici qu'il ne prendra aucun engagement relativement aux services d'enseignement « public », il semble laisser la porte ouverte à des engagements sur les services d'enseignement privé. Alors, l'enseignement supérieur est-il exclu ? Au moment où nos institutions dépendent davantage des sources privées de financement et s'adonnent de plus en plus à des activités commerciales, à quel moment cessent-elles d'être considérées comme des universités ou des collèges « publics » ? La question n'est pas résolue.

Certains observateurs préviennent que, si le Canada souscrit des engagements sur les services d'enseignement privé, des fournisseurs étrangers à but lucratif pourraient soutenir que l'AGCS leur donne droit à la même gamme de soutiens gouvernementaux que les universités et les collèges subventionnés par l'État.

Entre-temps, si le Canada devait succomber aux pressions de ses par-

tenaires commerciaux et prendre des engagements en matière d'enseignement supérieur, il mettrait en péril une gamme complète de politiques et de règlements – des règles exigeant l'embauche préférentielle des Canadiens et des résidents permanents aux subventions gouvernementales versées aux seuls établissements publics où dont le siège se trouve au pays.

Les pays qui acceptent d'étendre l'application de l'AGCS à leur système d'éducation permettent à des établissements et à des entreprises de l'étranger de se livrer librement à des activités dans ce secteur, comme ouvrir des succursales ou campus et décerner des diplômes en ligne. Les autorités locales disposeront d'un contrôle restreint sur ce nouveau marché libre de l'enseignement supérieur.

Jusqu'à récemment, le milieu mondial de l'éducation était peu au courant de l'AGCS et d'autres accords de l'OMC. Cependant, tout cela a changé. Les organisations étudiantes, les syndicats de professeurs et même de nombreuses associations d'universités publiques contestent de plus en plus l'idée que l'enseignement constitue un simple produit d'échange parmi tant d'autres.

L'ACPPU poursuivra sa démarche active dans ce débat et prendra part à la conférence ministérielle de Hong Kong. Nous tenterons de faire comprendre aux participants que l'enseignement postsecondaire est un bien beaucoup trop important pour subir les caprices du marché international ou être assujetti aux règles restrictives des accords commerciaux comme l'AGCS. ■

### Poll: Eliminate Tuition in Canada

NEARLY one-half of Canadians think post-secondary education should be free, according to the latest public opinion poll commissioned by CAUT.

Overall, public support for the elimination of university and college tuition fees ranged from 41 per cent in Alberta to more than 61 per cent in Atlantic Canada. In addition, 73 per cent of Canadians surveyed agreed that the federal government should increase spending on colleges and universities.

The Decima Research poll also asked Canadians about the most important priorities for the federal government. Across the country, 36 per cent of respondents said increased spending on social programs, such as health and education, should be the highest priority of government. This was followed closely by tax cuts at 34 per cent and debt reduction at 27 per cent.

Held just before the fall of the government, the poll suggested a general election would result in another minority regime. Nationally, support for the Liberals was at 33 per cent, compared to 28 per cent for the Conservatives and 21 per cent for the New Democratic Party. In Quebec,

the Bloc Québécois enjoys the support of 58 per cent of decided voters, far ahead of the Liberals who are preferred by 25 per cent.

The survey also asked Canadians their views on the growing debate about the impact of new and proposed antiterrorism measures on civil liberties. Overall, 44 per cent of respondents said the federal government has so far struck the right balance between protecting civil liberties and combating terrorism, while about one in five said the government has put too much emphasis on protecting civil liberties and fighting terrorism.

When asked about their support for specific antiterrorism measures, Canadians are largely in favour of placing video cameras in all public places (74 per cent), requiring everyone to carry a national identification card (68 per cent), and depor-

ting all terrorist suspects (59 per cent). At the same time, 62 per cent are opposed to allowing American authorities to have access to confidential information about Canadians.

The poll also reveals that Canadians are split on whether they would allow suspected terrorists to be held without trial, or would allow the police and other authorities to monitor e-mail and Internet communication.

CAUT executive director James Turk said the results of the poll show there is a need to step up the work to educate the public about the dangers of these antiterrorism measures.

"When the government creates a climate of fear, people can easily be convinced we need all the tools we can find to catch the bad guys," he said. "But the type of tools and measures we're talking about can also harm innocent people and can involve gathering information about all of us." ■

The October poll results are based on a sample of 2,000 Canadians and are considered to have a margin of error of +/- 2.2 percentage points, 19 times out of 20.

Version française à la page A6.

### Health & education signalled as most important priorities for government.

## L'ACPPU lance sa campagne électorale

MAINTENANT qu'il est confirmé que les élections fédérales auront lieu le 23 janvier prochain, l'ACPPU souhaite plus que jamais faire de l'enseignement postsecondaire un enjeu électoral.

« Les prochaines élections sont l'occasion pour nous de porter toute notre attention sur les défis auxquels sont confrontés les universités et les collèges au Canada et de recommander au gouvernement fédéral les mesures qu'il devrait prendre pour mieux protéger la qualité et l'accèsibilité de l'enseignement postsecondaire », fait observer la présidente de l'ACPPU, Loretta Czerni.

Dans le cadre de sa stratégie, l'ACPPU appelle ses associations membres à participer activement à leurs campagnes électorales locales.

« Notre capacité à influencer le programme politique durant cette campagne est liée directement à la

capacité de nos associations à mettre en lumière les préoccupations et les enjeux qui les concernent au niveau de leur circonscription », ajoute Mme Czerni.

Afin d'aider ses membres, l'ACPPU a produit un guide des élections qui propose divers moyens par lesquels les associations pourront se faire entendre au cours de la campagne de huit semaines. Le guide comporte également des exemples de questions à poser aux candidats des circonscriptions, des fiches d'information sur les grands enjeux, des liens vers d'autres ressources utiles ainsi que des suggestions sur les événements et les activités à organiser à l'échelle locale.

« Il est important que ceux et celles d'entre nous qui se sont engagés à améliorer le système public d'enseignement postsecondaire au Canada se mettent à contribuer

de sorte que notre message collectif soit bien entendu par tous les candidats politiques », déclare Mme Czerni.

Tout au long de la campagne électorale, le personnel de l'ACPPU se tiendra à la disposition des associations membres pour les aider à organiser des événements et des activités.

« J'invite toutes nos associations à se mettre à contribution d'une façon ou d'une autre, peu importe que leur participation soit modeste ou ambitieuse », ajoute le directeur général associé de l'ACPPU, David Robinson. « L'ACPPU ne manquera pas de contribuer à la planification de votre campagne. » ■

Le guide des élections sera transmis par la poste à toutes les associations membres et pourra aussi être téléchargé à partir du site web de l'ACPPU ([www.acppu.ca](http://www.acppu.ca)).

English on page A1.

### Awards for Excellence in Post-Secondary Education Journalism

Nominations are being sought for the CAUT Awards for Excellence in Post-Secondary Education Journalism. These awards recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada. Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

### Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

L'ACPPU sollicite des candidatures pour ces prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire. Ces prix ont pour but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions reliées à l'enseignement postsecondaire au Canada. Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 \$.

**Deadline > March 3 mars 2006 < Date limite**

Criteria and eligibility details at [www.caaut.ca](http://www.caaut.ca). Critères et conditions d'admissibilité à [www.acppu.ca](http://www.acppu.ca).

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université



## NEWS ACTUALITÉS

### CAUT Threatens Censure of Dalhousie University

**C**AUT has advised Dalhousie University president Tom Traves that it will consider censure of the university if the administration does not fulfill its responsibility to try to protect two faculty members caught up in drawn-out disciplinary procedures by Dalhousie's affiliated teaching hospital, the Capital District Health Authority.

In a Nov. 22 letter, CAUT warned its executive would be bringing forward a motion of censure if the university does not push for quick resolutions to Capital Health procedures that have undermined the careers of medical professors Gabrielle Horne and Michael Goodyear for more than three years.

The letter, sent by CAUT president Loretta Czernis said: "Not only has Dalhousie been remiss in failing to assist professors Horne and Goodyear during their subjugation to an unacceptably slow and unfair process at Capital Health, but Dalhousie officials, both through their silence and actions, have indirectly and directly harmed the careers of both faculty members."

Czernis called on Dalhousie to press "actively, persistently and publicly to ensure that procedural fairness and natural justice be provided to professors Horne and Goodyear immediately and that the process be brought



Gabrielle Horne



Michael Goodyear

to a rapid and fair conclusion."

She also said the university must take "timely action to mitigate the damage to professor Horne's and professor Goodyear's academic careers and livelihoods until the flawed processes of Capital Health are brought to conclusion, and professors Horne's and Goodyear's situations are finally resolved in a fair and just manner."

CAUT executive director James Turk said he first brought this situation to the university's attention in February 2003 "after Capital Health failed to meet its own deadline for dealing with such cases."

He also said the university, the

Capital District Health Authority and Dr. Horne reached a settlement in June 2003 that would have returned her to full duties, but that the authority's board refused to implement it.

"Since that time, professors Horne and Goodyear have been facing a procedural nightmare," Turk said. "We believe the university has to fulfill its responsibility to do everything in its power to help ensure its faculty members' scholarly reputations are not damaged by spurious allegations or unfair procedures." ■

Background: Bulletin report March 2003.  
Version française à la page A4.

### Supprimer les frais de scolarité au Canada, conclut un sondage

**D**RES de la moitié des Canadiens sont favorables à la gratuité de l'enseignement postsecondaire, révèle le plus récent sondage d'opinion Decima Research commandé par l'ACPPU.

Dans l'ensemble, l'appui public pour l'élimination des frais de scolarité aux niveaux collégial et universitaire varie de 41 % en Alberta à plus de 61 % dans les provinces de l'Atlantique. De plus, 73 % des répondants sont d'accord sur le fait que le gouvernement fédéral devrait augmenter les subventions versées aux collèges et aux universités.

À la question leur demandant d'indiquer quelle devrait être la priorité la plus importante pour le gouvernement fédéral, 36 % des Canadiens interrogés ont opté pour une augmentation des budgets des programmes sociaux, tels la santé et l'éducation, 34 % pour des réductions d'impôts et 27 % pour une réduction de la dette.

Le sondage, mené tout juste avant la chute du gouvernement, laisse entendre que de nouvelles élections générales se solderaient par un autre gouvernement minoritaire. À l'échelle nationale, 33 % des personnes sondées voterait pour le Parti

libéral comparativement à 28 % pour le Parti conservateur et à 21 % pour le Nouveau parti démocratique. Au Québec, par contre, le Bloc québécois récolte l'appui de 58 % des électeurs déjà décidés contre une proportion de 25 % seulement de ceux qui appuieraient les Libéraux.

Dans le cadre de ce sondage, on a aussi demandé aux Canadiens leur opinion sur l'incidence des nouvelles mesures antiterroristes proposées sur les libertés civiles. Dans l'ensemble, 44 % des répondants estiment que le gouvernement fédéral a réussi jusqu'ici à établir un juste équilibre entre la protection des libertés civiles et la lutte contre le terrorisme, alors que près de un répondant sur cinq croit que le gouvernement met beaucoup trop l'accent sur ces deux activités.

Lorsqu'on les interroge sur certaines mesures antiterroristes auxquelles ils soucraient, les Canadiens sont largement favorables à la vidéosurveillance dans tous les lieux publics (74 %), au port obligatoire d'une carte d'identité nationale (68 %) et à l'exclusion de tous les terroristes suspects (59 %). Dans le même temps, 62 % s'opposent à l'autorisation de l'accès des autorités américaines aux renseignements confidentiels concernant les Canadiens.

Le sondage révèle également que les Canadiens sont divisés sur la question de savoir s'il faut autoriser la détention des terroristes suspects sans qu'ils aient droit à un procès ou s'il faut permettre aux policiers et aux autres autorités de surveiller le courrier électronique et les communications par Internet.

Selon le directeur général de l'ACPPU, James Turk, les résultats du sondage font ressortir le besoin de sensibiliser davantage le public aux dangers associés à ces mesures antiterroristes. « En instaurant un climat de peur, le gouvernement peut facilement inciter les gens à croire que nous devons nous doter de tous les outils nécessaires pour attraper les criminels », soutient-il. « Mais n'oublions pas que le type d'outils et de mesures dont il est ici question peut porter atteinte à des gens innocents et servir à rassembler des renseignements sur chacun d'entre nous. » ■

Le sondage a été mené en octobre parmi un échantillon de 2 000 Canadiens. Les résultats sont jugés exacts avec une marge d'erreur de plus ou moins 2,2 %, 19 fois sur 20.

English on page A5.

### Australie

### Les syndicats font la lumière sur la réforme du droit du travail

**L**E gouvernement australien de John Howard a lancé ce que les critiques considèrent comme un assaut total contre les droits syndicaux et l'indépendance universitaire en proposant des réformes du droit du travail.

En vertu des *Higher Education Workplace Relations Requirements* (HEWRR), c'est-à-dire des exigences relatives aux relations du travail dans le secteur de l'enseignement supérieur qui ont été instaurées plus tôt cette année, les universités doivent, pour être admissibles aux augmentations prévues du financement, offrir à tout leur nouveau personnel des contrats de travail individuels qui ne sont pas visés par les conventions collectives négociées. L'an prochain, elles seront tenues de présenter cette offre de contrats individuels – baptisés Australian Workplace Agreements (AWA), c'est-à-dire ententes australiennes sur le milieu de travail – à tous leurs employés.

Faisant la promotion des changements proposés, le ministre australien de l'Éducation, des Sciences et de la Formation a affirmé que la réforme des relations du travail était nécessaire pour que les universités puissent attirer et conserver des universitaires de haut niveau.

« L'enseignement supérieur n'est pas à l'abri des pressions exercées à l'échelle mondiale sur d'autres secteurs », a déclaré Brendan Nelson. « Les HEWRR visent à soutenir un régime de relations du travail qui soit axé sur une liberté, une flexibilité et un choix individuel plus grands. Grâce à elles, les universités deviendront plus concurrentielles sur les scènes nationale et internationale, tout en étant en mesure d'attirer, de conserver et de récompenser les meilleurs. »

Cependant, le syndicat représentant le corps enseignant et le personnel du secteur australien de l'enseignement tertiaire soutient que la raison réelle n'est pas d'attirer et de conserver des universitaires de haut niveau, mais plutôt d'ébranler le processus de négociation collective.

« Le ministre Nelson a beau prétendre que ses propositions de réforme du milieu de travail ne visent qu'à récompenser les éléments prometteurs, les modalités détaillées ne corroborent pas ses dires », affirme Grahame McCulloch, secrétaire général de la National Tertiary Education Union. « En fait, sa principale proposition consiste à donner aux AWA l'avantage sur les modalités d'une convention collective. Son seul effet juridique est de faire en sorte que les conditions des AWA puissent avoir le dessus sur celles d'une convention collective. »

Carolyn Alport, présidente du syndicat, ajoute : « Le gouvernement espère que, dans les universités les plus pauvres et les disciplines à court d'argent, les nouvelles nominations puissent se faire à un coût inférieur. Si un nombre important de nouveaux employés acceptent des AWA assortis de conditions inférieures, le personnel qui continue de

bénéficier des conditions meilleures de la convention collective devient plus vulnérable. »

Par ailleurs, M. McCulloch se dit d'avis que les exigences relatives à l'enseignement supérieur représentent un assaut sans précédent contre l'autonomie universitaire.

« Le gouvernement doit maintenant aux universités quoi faire en matière d'embauche du personnel, ce qui affecte les processus de gestion et le fonctionnement normal des établissements », déclare M. McCulloch. « Aucun autre employeur australien ne subira de baisse de financement parce qu'il accepte les brutalités sans broncher. L'extorsion ne constitue pas un choix. »

Plus récemment, le gouvernement a intensifié sa campagne de réforme des relations du travail en Australie par le dépôt, en septembre, du *Better Bargaining Bill*. Si celui-ci est adopté, il empêchera les syndicats de négocier des salaires et des conditions de travail semblables avec plus d'un employeur d'un secteur donné, c'est-à-dire d'effectuer une négociation type, pratique qui est devenue la norme dans le secteur de l'enseignement supérieur.

« Grâce à la négociation type, nous avons récemment réalisé des gains importants en matière de charge de travail des universitaires, de congés de maternité et parentaux et d'emploi des Autochtones », souligne Mme Alport. « Le *Better Bargaining Bill* vise les syndicats qui, comme le nôtre, mettent en œuvre des stratégies coordonnées de négociation afin de maintenir et d'améliorer les conditions à la grandeur d'un secteur ou de protéger la qualité par l'entremise de normes sectorielles. »

En outre, du fait du projet de loi, une personne directement touchée par une grève ou un lock-out ou susceptible de l'être pourrait présenter à l'Australian Industrial Relations Commission une demande d'ordonnance visant à mettre fin à de telles mesures.

Cela signifie qu'en théorie, n'importe quel étudiant ou parent pourrait intervenir pour mettre fin à une grève dans un collège ou une université.

Pour les critiques, cette disposition constitue une autre attaque majeure contre les droits à la négociation collective en Australie.

« La négociation collective représente le principal moyen par lequel les travailleurs peuvent protéger ou améliorer leur salaire et leurs conditions. Et pourtant, le gouvernement Howard prend toutes les mesures possibles pour les empêcher de négocier collectivement », affirme Greg Combet, secrétaire de l'Australian Council of Trade Unions. « En même temps, le gouvernement fait activement la promotion des contrats individuels, principal moyen par lequel les employeurs peuvent réduire les salaires et les droits des employés. » ■

Traduit de l'article « Unions Blast Australian Gov't over Labour Reform Plans » (*Bulletin de l'ACPPU*, novembre 2005).

**www.academicwork.ca**

A BETTER WAY TO ADVERTISE CAREER OPPORTUNITIES ONLINE.

# BOOKSHELF COIN DES LIVRES

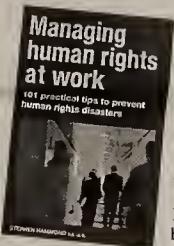
## QUICK PICKS



### The McDonaldization of Higher Education

Dennis Hayes & Robin Wynnard, eds. Westport, Connecticut: Greenwood Publishing Group, 2002; 232 pp.; ISBN: 0-89789-856-7, hardcover \$89.95 us.

The term "McDonaldization" was coined by George Ritzer in 1993 and is a valuable tool for providing a theoretical and practical debate concerning novel and defining features of our contemporary world. The growing literature on McDonaldization shows the power of the term to describe the extension of industrial rationalization (commodification) to wider society. In the context of higher education, one can see the application of Ritzer's four features of McDonaldization: efficiency, calculability, predictability and control. For example, higher education is becoming more efficient because it is processing more students by introducing multiple choice exams (US) or by removing exams altogether (UK) and replacing them with forms of continuous assessment, which leads to grade inflation and more students passing. The contributors to this volume, 15 academics and writers from three continents, examine what has been called the "McDonaldization of higher education" and the impact this has on the idea of the university as a liberal institution primarily engaged in the pursuit of knowledge.



### Managing Human Rights at Work: 101 Practical Tips to Prevent Human Rights Disasters

Stephen Hammond. Vancouver: Harassment Solutions Inc., 2005; 146 pp.; ISBN: 0-9734954-0-5, paper \$24.95 ca.

Business and human rights expert Stephen Hammond has written a book designed to help those who are in the tricky art of managing people and workplaces in understanding human rights issues, preventing human rights disasters and building a welcoming workplace. He offers 101 practical tips, and in most examples uses the real names and real cases available to the public in order to help readers learn from real mistakes. The advice applies to interactions with employees as well as external business. Just as human rights legislation applies to all workplaces — private, public and nonprofit — so does this book.



### Margaret Laurence: The Making of a Writer

Donez Xiques. Toronto: Dundurn Press, 2005; 408 pp.; ISBN: 1550025791, hardcover \$40 ca.

*Margaret Laurence: The Making of a Writer* is an engaging narrative that contains new and important findings about one of the most revered writers of twentieth-century Canadian literature. This biography reveals the challenges, successes, and failures of the long apprenticeship that preceded the publication of *The Stone Angel*, Margaret Laurence's first commercially successful novel. Donez Xiques demonstrates the importance of Laurence's early work as a journalist in her development as a writer and covers her return to Canada from Africa in the late 1950s. She details the significance of Laurence's "Vancouver years" as well as the challenges of her year in London prior to settling in Buckinghamshire, when Laurence stood on the verge of success. The Margaret Laurence known to most people is a public figure of the 60s and 70s — matriarchal, matronly and accomplished. The story of her early years in the harsh setting of the Canadian Prairies during the 30s — years of drought and the Great Depression — and of her African years has never before been chronicled with the thoroughness and vividness that Xiques provides for the reader. Appended to this powerful new biography is a previously unpublished short story by Laurence and two other stories of hers that have not been widely available.

Quick Picks produced from information supplied by publishers.

## Struggles about Canadianization in Anthropology & Sociology



### The Canadianization Movement: Emergence, Survival and Success

Jeffrey Cormier. Toronto: University of Toronto Press, 2004; 380 pp.; ISBN: 0-8020-8815-5, hardcover \$65 ca.

By J. PAUL GRAYSON

In 1969, only 55 per cent of the faculty teaching in Canadian universities were Canadians. In sociology and anthropology the situation was worse. Only 39 per cent and 29 per cent of sociologists and anthropologists respectively were Canadian citizens. A few years later, in 1972, only about 50 per cent of all graduate students in departments of sociology and anthropology in Canada were Canadians. In these years the largest number of foreign faculty and students came from the United States.

As a result of this overrepresentation of American scholars, sociology and anthropology students frequently found themselves in classes that focused on developments in the U.S. rather than Canada. When it came to hiring new faculty, Canadians were often overlooked in favor of applicants from south of the border. Outstanding sociologists like Lewis Feuer at the University of Toronto and Art Davis at the University of Alberta — from different ends of the political spectrum — were recruited from the U.S. Some of these academics made welcome commitments and contributions to their disciplines in Canada.

All too often, however, those hired were mediocre junior faculty, many of whom did not have PhDs, who were unable to land attractive jobs in the U.S. Canada was a very desirable place in which to work because, in addition to other benefits, the government did not deduct taxes from pay cheques during the first two years of employment. Unfortunately, it was almost impossible for Canadians to get jobs in the U.S.

The main focus of Jeffrey Cormier's book, *The Canadianization Movement*, is on the reaction of some academics to the situation in departments of sociology and anthropology across the nation from approximately 1970 to 1985. He begins by noting that in the 1960s Canadians were becoming increasingly alarmed by the degree to which the Canadian economy was dominated by our southern neighbour, and the extent by which our cultural institutions were being eroded by the massive influx of cultural products from south of the border.

Manifestations of the first concern could be found in the recommendations of the Royal Commission on Canada's Economic Prospects (1963), and the Report of the Task Force on the Structure of Canadian Industry (1968). The warnings sounded in these reports for the Canadian economy had been heard earlier for Canadian culture in the report of the Royal Commission on the National Development in the Arts, Letters and Sciences (1951).

While some of the concerns raised by these inquiries were shared by some Liberals and Conservatives, it was the Waffle group in the New Democratic Party that gave fullest political expression to the concerns of Canadians to the erosion of their cultural and particularly economic, autonomy.

Within this general context of concern with our national institutions, James Steele, and particularly Robin Mathews, both professors at Carleton University, alerted Canadians to the fact that our universities were rapidly becoming academic branch plants of the U.S.

Between 1968 and 1972, Mathews and Steele were able to direct the attention of the Canadian public to the situation in our universities through organized demonstrations, utilization of mass media and the lobbying of politicians. Although in most countries of the industrialized world their concerns would have been deemed legitimate, Steele, and particularly Mathews, were often excoriated by their detractors. Although

the activities of these two men exposed the situation in our universities, Cormier argues that because they were unable to develop an organizational base, a prerequisite for a successful social movement, their influence waned by 1972.

While the influence of Mathews and Steele may have peaked by 1972, the Canadian Sociology and Anthropology Association (CSAA) was just getting started. Perhaps because the situation in sociology and anthropology was so bad, the reaction to the Americanization of the disciplines was greater than in other Canadian scholarly associations. Whatever the reason, by 1972–1973, an insurgent group within the association managed to gain approval for policies that would require departments to actively seek out Canadian applicants for jobs; put a moratorium on the hiring of non-Canadians; ensure that 75 per cent of graduate students were Canadian; and, urge funding agencies to give preference to Canadians studying in Canada.

Cormier argues that a turning point in the association's activities occurred in 1974. In that year, in complete contradiction to policies advocated by the CSAA, the sociology department at the University of Toronto made eight appointments of Americans that reduced the Canadian complement in the department to 32 per cent and increased the number of Americans to 55 per cent. To add insult to injury, the chair of the department had paid lip service to CSAA policies.

As a result, at the annual general meeting, a motion from the floor to censure U of T's sociology department was passed by the membership. (It is ironic that the department chair and many of his American colleagues were at the meetings of the American Sociological Association that overlapped the Canadian meetings.) After this action, according to Cormier, the Canadianization movement within CSAA became democratized. The censure remained in place until 1977.

In the meantime, the Association of Universities and Colleges of Canada (AUCC) released the Symon's Report, whose findings confirmed many of the earlier claims made by Mathews, Steele and the CSAA. As pointed out in the report, "Sociology and anthropology in this country do need to become more firmly rooted in Canada, more concerned with the many regions and people of Canada, and more committed to the study of Canadian society than they have been in the past."

Subsequent to the democratization of the Canadianization movement in the CSAA, the association, and individual members of the association, made representations to federal and provincial politicians to limit the influx of U.S. scholars, and continued with activities that promoted Canadian issues. In 1976, in part because of the lobbying of association members, the Ontario government reached an agreement with university presidents that would ensure Canadians were not overlooked in the hiring process.

Cormier argues that for several years after 1976, although it remained vigilant and continued with symposia and conferences with Canadian themes, the Canadianization movement within CSAA was relatively dormant. The explanation is that few hires were being made in the late 1970s. As a result, the issue of hiring Canadians was less pressing than in the past.

In 1980 the CSAA was asked by AUCC to document any changes that might have occurred within sociology and anthropology since the release of the Symon's Report. An investigation revealed that in the interim there had been an increase in the numbers of Canadians in departments of sociology and anthropo-

## CALL FOR NOMINATIONS | APPEL DE CANDIDATURES

# CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2006.

### Position Vacancies

**President.** Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local or provincial level.

**Vice-President.** Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

**Treasurer.** Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of the association.

**Three Members-at-Large.** Responsible for undertaking duties as decided by the officers and the executive committee.

**Chair, Collective Bargaining and Economic Benefits Committee.** Responsible for chairing the CBEBC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEBC should have considerable experience in the area of collective bargaining and/or analysis of economic benefits, and shall normally have served at least one year on the committee.

**Chair, Librarians' Committee.** Responsible for chairing the Librarians' Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians' Committee should have considerable experience representing the interests of librarians, should have knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

### Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and chairs is two years.

### Nomination Procedure

Nominations should be sent to:

Professor Gordon Shrimpton  
Chair, Elections and Resolutions Committee  
Canadian Association of University Teachers  
2675 Queen Street Drive  
Ottawa, Ontario K2B 8K2  
Fax: (613) 820-7244

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at [www.caut.ca](http://www.caut.ca).

### Nomination Deadline 1 March 2006

Note: Information on release time is available at [www.caut.ca/en/policies/releasetime.asp](http://www.caut.ca/en/policies/releasetime.asp).

## Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2006.

### Les postes vacants

**La présidence.** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale ou provinciale.

**La vice-présidence.** La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

**Le trésorier.** La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

**Trois membres ordinaires.** Les membres ordinaires doivent exercer les fonctions définies par le Comité de direction.

**La présidence du Comité de la négociation collective et des avantages économiques.** Le titulaire doit présider le CNAE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans le domaine de la négociation collective ou de l'analyse d'avantages économiques, et doivent normalement avoir siégé au moins un an au sein du comité.

La présidence du Comité des bibliothécaires. Le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

### Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier et des présidents des comités est de deux ans.

### Méthode de mise en candidature

Prière d'envoyer les candidatures à:  
M. Gordon Shrimpton, président  
Comité des élections et résolutions  
Association canadienne des professeurs et professeures d'université  
2675, promenade Queen Street  
Ottawa (Ontario) K2B 8K2  
Téléc.: (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à [www.caut.ca](http://www.caut.ca).

### La date limite 1<sup>er</sup> mars 2006

Tous les renseignements au sujet du dépôtage se trouvent à : [www.acppu.ca/tr/policies/releasetime.asp](http://www.acppu.ca/tr/policies/releasetime.asp).

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université 

## RETIRING? Supplemental Health & Dental Benefits Now Available

The Canadian Association of University Teachers is pleased to make available a new supplemental health and dental plan for retirees at competitive rates. This comprehensive plan underwritten by Manulife Financial, one of Canada's leading health insurers, will ensure you and your family can maintain many of the health benefits previously enjoyed under your group plan.

Coverage includes: Prescription drugs • Dental services • Hospital benefits • Vision care • Registered specialists & therapists • Home care & nursing Medical equipment & supplies, and more.

Provincial coverage only goes so far—  
Get the protection and the peace of mind you need today.  
Call or go online for all the details.

- Guaranteed coverage.
- No age limitations.
- No medical questions.

Retired associate members must apply for coverage within 60 days of leaving their group plan.

1-877-268-3763

Please identify yourself as a CAUT retiree.

[www.caut.ca](http://www.caut.ca)

 Manulife Financial

 LEE-POWER  
& ASSOCIATES INC.

 CAUT 

## ACTUALITÉS

# Suite de l'enquête sur le Programme des CRC

Le mois dernier, la Commission canadienne des droits de la personne a demandé que soit formé un tribunal chargé d'instruire les plaintes de huit professeures contre Industrie Canada.

Déposées en mai 2003, ces plaintes allèguent que le Programme de chaires de recherches du Canada (PCRC), en contravention de l'article 5 de la Loi canadienne sur les droits de la personne, est discriminatoire à l'égard des femmes, des Autochtones, des personnes handicapées, des membres des minorités visibles et d'autres groupes aspirant à l'équité en matière d'emploi. Il s'agit, croit-on, du premier cas de plainte comportant des allégations de discrimination systématique fondées sur l'article 5 et qui est renvoyé à un tribunal des droits de la personne.

Les plaintes allèguent plus particulièrement que la structure du PCRC est discriminatoire à l'égard des groupes aspirant à l'équité en matière d'emploi du fait, entre autres, qu'elle permet aux universités de faire fi des obligations en matière d'équité qui sont énoncées dans les conventions collectives du personnel académique et dans les lois provinciales.

Les séances de médiation tenues à l'automne 2003 ont abouti à l'impasse qui perdure entre les plaignantes et Industrie Canada. Le rapport de l'enquête, qui recommandait le renvoi des plaintes à un tribunal, a été finalement publié en août de cette année.

Le tribunal consultera les parties dans les prochaines semaines sur les dates des audiences où il entendra les plaignantes ainsi que les dépositions des témoins.

Tant dans l'analyse comparative entre les sexes que dans l'évaluation de la cinquième année du programme qui a été menée l'an dernier pour le compte du secrétariat des CRC, les consultants indépendants embauchés ont conclu qu'il existait bel et bien des preuves démontrant la discrimination sexuelle opérée par le programme. Cependant, ni le secrétariat ni les consultants n'ont poussé l'effort jusqu'à établir l'existence ou l'étendue de la discrimination exercée contre d'autres groupes aspirant à l'équité. ■

Documentation : Numéros du *Bulletin de l'ACPPU* de juin 2001, d'avril 2003 et de mai 2003.

English on page A9.

## L'ACPPU récompense les services de 18 membres

L'ACPPU a décerné le prix pour services insignes à dix-huit membres. Maintenant dans sa troisième année, le prix récompense des personnes qui ont fourni des services exceptionnels à leur association de personnel académique.

Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épingle à l'effigie de l'ACPPU.

En novembre, Donald Westwood, Denis Forcette, Douglas Wurtle, Kanta Marwah, Mark Langer, Shirley Mills, Mike Fox, Frances

Montgomery, Derek Sida, Marvin Glass, Jill Vickers, Vincent Baserville, George Neuspiel, Geza Kardos, William Lawson et Martien de Leeuw de l'Université Carleton (CUASA), Robert S. Dilley de l'Université Lakehead (LUFA) et Jeannette Gaudet de l'Université St. Thomas (FAUST) sont devenus les nouveaux lauréats du Prix pour services insignes. Leurs noms sont publiés sur le site web de l'ACPPU. ■

English on page A4.

## Never before have CAUT members had such power!

Now you can sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.

The Mortgage Market is made up of Canada's most innovative leading lenders.  
 ✓ Scotiabank  
 ✓ Cooperative Trust  
 ✓ ING  
 ✓ CIBC  
 ✓ First Line Mortgages  
 ✓ PC Financial  
 ✓ MCAP  
 ✓ First National  
 + many other off-market lenders

### Mortgage Rates\*

Variable	2.24
1 year	4.40
2 year	4.45
3 year	4.55
5 year	4.85
7 year	5.10
10 year	5.30

## The MORTGAGE Centre

1.888.216.7770 ext. 227 FAX 1.888.216.7771 EMAIL mtgcntrmetro@aol.com

[www.caut.ca/mortgage\\_centre/](http://www.caut.ca/mortgage_centre/)

\* Mortgage rates as of December 1/2005. Rates are subject to change without notice.

Variable rate for initial 3 months. All other rates are closed.



## NEWS

### Human Rights Commission Calls for CRC Investigation

CANADA'S Human Rights Commission requested last month the appointment of a tribunal to hear the complaints of eight female professors against Industry Canada.

The complaints, filed in May 2003, allege the Canada Research Chairs Program discriminates against women, aboriginal people, people with disability, visible minorities and other equity-seeking groups contrary to section 5 of the Canadian Human Rights Act. It is believed this is the first section 5 complaint involving allegations of systemic discrimination referred to a human rights tribunal.

The complaints specifically allege that the structure of the CRC program discriminates against equity-seeking groups because, among other things, it allows universities to disregard the equity obligations contained in faculty collective agreements and provincial legislation.

Mediation sessions held in the fall of 2003 resulted in a continuing

stalemate between the complainants and Industry Canada. The investigator's report, which recommended referral of the complaints to a tribunal, was finally released in August this year.

The parties will be consulted by the tribunal within the next few weeks to set dates for hearings at which both sides can present their arguments and call witnesses.

In the gender-based analysis and in the fifth year evaluation of the program completed last year on behalf of the CRC secretariat, independent consultants advised there was evidence of gender discrimination in the program. But neither the secretariat nor the consultants made any effort to ascertain the existence or scope of discrimination against other equity-seeking groups. ■

Background: Bulletin reports June 2001, April 2003 & May 2003.

Version française à la page A8.

### The Canadianization Movement

From PAGE A7

pology; there had been an increase in Canadian content in departmental offerings; the major funding agency for Canadians was favoring Canadian projects; and that, by and large, work on Canadian issues was being conducted not by foreign, or foreign-trained, academics, but by Canadian-trained Canadians. Unfortunately, the number of Canadian women teaching in sociology and anthropology had declined.

As a result of these findings, the association reaffirmed that priority in future hirings be given to Canadians, and particularly Canadian women. According to Cormier, this affirmative stance for women represented a fundamental reorientation on the part of the Canadianization movement within the association. Unfortunately, provincial human rights commissions put severe limits on the ability of the association to implement policies of preferential hiring for women.

The federal government did, however, ask academic associations to provide annual reports on the state of the labour market for Canadians in general, and Canadian women in particular. In part because of the activities of the CSA, Cormier argues that in 1981 the federal government made it very difficult to give foreign academics preference in hirings.

Overall, for Cormier, the Canadianization movement within the CSA was a success. The number of foreign, and particularly U.S., academics declined in sociology and anthropology; issues of relevance to Canadians were being addressed in the classroom; research on Canadian topics was being undertaken; and Canadian perspectives on social issues were being developed. He doubts, however, that if demand for university academics were to outstrip domestic supply in the future, a movement similar to the Canadianization movement would again emerge.

Cormier has done a good job in bringing to the attention of readers the forces that helped define sociology and anthropology in Canada. As such, the book should be required

reading for graduate students in the two disciplines. But, despite this contribution, there are two criticisms that can be raised of his work.

First, there is an over-reliance on a limited number of sources. As a result, Cormier sometimes makes connections between events that should be proven by reference to other sources of evidence rather than simply being assumed. For example, there is an assumption that CSA's lobbying activities contributed to a decision of the federal government to introduce practices ensuring that Canadians were not disadvantaged in the hiring process. This may be true, but in order to make the point it would be necessary to document the factors that went into the decision. The CSA actions may or may not have been significant. The coincidence of two events does not imply cause and effect.

More important, little attention is paid to the blood and guts of the Canadianization movement. Mainly left out of the narrative is the fact that life was often made very uncomfortable for advocates of Canadianization in departments of sociology and anthropology. For example, there are instances of Canadian students being treated unfairly by their professors for daring to express concern with the lack of Canadian examples and issues in their courses. There are examples of professors (both Canadian and foreign born) being harassed by their colleagues for expressing support for Canadianization.

There are examples of vicious debates related to Canadianization that divided departments for many years and negatively affected the career opportunities of supporters of Canadianization. There are also examples of fully-qualified Canadians having to pursue other than university careers because of their inability to break into a job market dominated by American decision-makers. This is an aspect of the lived experience of the Canadianization movement that should be part of the record. ■

J. Paul Grayson is a York University social sciences professor.

## Purpose of the University

"Within the unique university context, the most crucial of all human rights are the rights of freedom of speech, academic freedom and freedom of research. And we affirm that these rights are meaningless unless they entail the right to raise deeply disturbing questions and provocative challenges to the cherished beliefs of society at large and of the university itself. It is this human right to radical, critical teaching and research with which the University has a duty above all to be concerned; for there is no one else, no other institution and no other office, in our modern liberal democracy, which is the custodian of this most precious and vulnerable right of the liberated human spirit."

— University of Toronto, Statement of Institutional Purpose

### Support academic freedom this holiday season.

If you value academic freedom, consider making a donation this holiday season to the Harry Crowe Foundation — a charitable foundation set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of university research.

Donate today! Protect academic freedom and receive a 2005 charitable tax receipt. Your gift will help the Harry Crowe Foundation to provide a vast array of educational services, such as research, seminars and conferences.

#### 2 ways to donate

I would like to make a donation to support the Harry Crowe Foundation.

#### One Time Gift

GIFT AMOUNT	PAYMENT
<input type="checkbox"/> \$40	<input type="checkbox"/> Cheque*
<input type="checkbox"/> \$75	<input type="checkbox"/> VISA
<input type="checkbox"/> \$100	<input type="checkbox"/> Mastercard
<input type="checkbox"/> \$250 (Receive a free copy of The Oliver Report)	
<input type="checkbox"/> Other \$ _____	

#### Monthly Pledge

PLEDGE AMOUNT**	PAYMENT
<input type="checkbox"/> \$10/mth.	<input type="checkbox"/> Bank Account Please enclose a voided cheque
<input type="checkbox"/> \$15/mth.	<input type="checkbox"/> VISA
<input type="checkbox"/> \$25/mth.	<input type="checkbox"/> Mastercard
<input type="checkbox"/> Other \$ _____	\$ _____ /mth.

#### IF DONATING BY CREDIT CARD PLEASE COMPLETE

Card # \_\_\_\_\_ Expiry \_\_\_\_\_ Signature \_\_\_\_\_

#### CONTACT INFORMATION

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

\* Please make cheque payable to: Harry Crowe Foundation.

\*\* Monthly pledge can be changed or cancelled at any time.

The Harry Crowe Foundation is committed to protecting personal information provided by individual donors. Please see the Foundation privacy statement at [www.crowefoundation.ca](http://www.crowefoundation.ca).

## Harry Crowe Foundation

2675 Queensview Drive, Ottawa, Ontario K2B 8K2  
Tel: 613-820-2270 Fax: 613-820-7244 Email: [hcf@crowefoundation.ca](mailto:hcf@crowefoundation.ca)

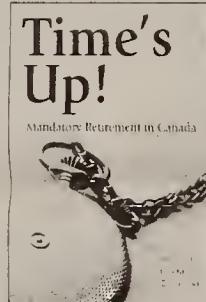
[www.crowefoundation.ca](http://www.crowefoundation.ca)

The New CAUT Series Title  
Published by James Lorimer & Company Ltd.

# Time's Up!

## Mandatory Retirement in Canada

Mandatory retirement has become a major social and political issue in Canada. In this book expert authors explore the key themes that lie at the heart of the debate on this subject. *Time's Up!* offers new information and new insights regarding the complex dynamics underlying this controversial policy. *Time's Up!* appears at a watershed moment in the debate about this subject in Canada, and features contributions from eminent writers in economics, business, politics and sociology.



Edited by  
C.T. (Terry) Gillin  
David MacGregor  
Thomas R. Klassen

©2005 CAUT  
1-55028-883-0  
paper

Available Now!

**\$24<sup>95</sup>**

To order contact:  
Formac Distributing  
1.800.565.1975  
Fax 1.902.425.0166

[www.lorimer.ca](http://www.lorimer.ca)

# NEWS

## Revisiting Research

Conference gathers young scholars of the Middle East & Islam adjusting to post-9/11 changes.

**S**CHOLARS in Islamic and Middle East studies met at the University of Toronto in November to discuss post-9/11 prospects and challenges for Canadian research in Middle Eastern issues.

"After Sept. 11, 2001, and again after the bombings in London this summer, this field of expertise has found itself in the limelight of media attention and in high demand to explain, mediate and advocate," said Jens Hansen, professor of history and Near and Middle Eastern Civilizations at the U of T, who organized the conference with Simon Fraser University history professor Thomas Kuhn and Amal Ghazal, professor of history at the U of T and Dalhousie University.

Participants discussed issues relating to teaching about the Arab-Israeli conflict, Antisemitism, Islamophobia, academic freedom and the challenges of multiculturalism. Concluding plenary sessions addressed professional, pedagogical and policy issues and strategies for the future of Middle East and Islamic Studies in Canada. ■

"We were really delighted with the enthusiastic response of our colleagues to the conference," Hansen said. "We had no idea that what we were planning would turn out to become a historic event in Middle East and Islamic Studies in North America."

Over the last four years there has been an unprecedented expansion at Canadian universities in the field of Middle East and Islamic studies.

"This expansion reflects the growing significance of this field in light of recent immigration from the Middle East, issues regarding the place of religion in Canadian society as well as public interest and anxiety about the nature of Islam," Hansen said.

The event was funded by the Social Sciences and Humanities Research Council, the Canadian Consortium on Human Security, the Canadian Committee of the Middle East Studies Association of North America, the U of T, Dalhousie and Simon Fraser universities and the University of Alberta. ■

## La Mise à jour financière omet un besoin de financement en éducation

**F**ACE au renversement imminent du gouvernement fédéral, le ministre des Finances, Ralph Goodale, s'est servi de la Mise à jour financière de cette année pour annoncer les éléments phares du programme de la prochaine campagne électorale du Parti libéral.

Les réductions d'impôts de près de 30 milliards de dollars sont certes la pièce maîtresse du programme électoral, mais la Mise à jour financière fait également état de la promesse du gouvernement d'engager plus de 6 milliards de dollars dans le secteur de l'enseignement postsecondaire au cours des cinq prochaines années.

Le directeur général de l'ACPPU, James Turk, fait bon accueil au financement supplémentaire prévu pour les universités et les collèges, bien que, selon lui, le gouvernement ne s'attaque pas au principal problème : le financement de base inadéquat.

« Nous constatons avec plaisir que les Libéraux comptent élargir l'accès aux études postsecondaires et nous accueillons favorablement le projet d'étendre le programme canadien de subventions d'accès à toutes les années d'études », affirme M. Turk. « Cependant, cela doit s'accompagner d'une stratégie concertée avec les provinces pour geler et éventuellement réduire les frais de scolarité de sorte que les augmentations de frais ne minent pas la valeur de la subvention. Cela ne peut être réalisé que par une hausse des budgets d'exploitation de bases des universités et collèges. » ■

Outre l'amélioration des subventions aux étudiants de premier cycle, le gouvernement planifie de doubler le nombre de bourses d'études supérieures accordées, d'augmenter le fi-

nancement destiné au Programme canadien de prêts aux étudiants et de fournir plus de soutien aux étudiants autochtones et aux étudiants handicapés.

« Toutes ces initiatives sont d'importantes étapes dans l'élargissement de l'accès aux études postsecondaires, mais nous devons également voir un engagement fédéral plus direct aux fonds d'exploitation de base grâce à un transfert dédié aux provinces pour l'éducation postsecondaire », soutient M. Turk. « Sans cela, le gouvernement ne fait que rafistoler les contours du vrai problème. »

La Mise à jour propose également d'augmenter considérablement le financement à la recherche au cours des cinq prochaines années, y compris une somme additionnelle de 1,2 milliard de dollars pour le financement des coûts indirects de la recherche universitaire et une hausse de 85 millions de dollars des budgets des organismes subventionnaires.

M. Turk déclare toutefois qu'il est préoccupé par l'insistance étroite et continue du gouvernement sur la commercialisation de la recherche universitaire et son intention d'exiger des conseils subventionnaires qu'ils élaborent et signent chaque année une série standardisée de mesures pour dépister les résultats de recherche.

« Ce type d'indicateurs de rendement appliqués à la recherche s'est révélé désastreux dans d'autres pays », dit-il. « Au Royaume-Uni, il a biaisé la recherche vers des résultats de publication à court terme au détriment de recherches plus fondamentales et à long terme. » ■

English on page A5.

## COMITÉE VACANCIER POSTES À COMBLER

## CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

### Position Vacancies

Academic Freedom and Tenure Committee, Two Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Two or Three Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have demonstrated experience in the area of collective bargaining or analysis of economic benefits. They should be able to commit time to the work of the committee between meetings, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, One or Two Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary education institutions. They ought to be aware of policy matters per-

taining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Three Vacancies. Members should have considerable experience representing the interests of and coordinating strategies promoting the status of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

### Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

### Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queenview Drive, Ottawa, Ontario K2B 8K2.

**Deadline 1 February 2006**

## Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

### Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, deux postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, deux ou trois postes (selon qu'un membre siégeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective ou de l'analyse des avantages économiques. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, un ou deux postes (selon qu'un membre siégeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les

conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, trois postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts et la coordination des stratégies visant à promouvoir le statut de la femme. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

### Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

### Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-après une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeures d'université, 2675, promenade Queenview, Ottawa (Ontario) K2B 8K2.

**La date limite 1<sup>er</sup> février 2006**

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université



## VOUS PRENEZ VOTRE RETRAITE? Régime de soins médicaux et dentaires maintenant offert

L'Association canadienne des professeurs et professeures d'université a le plaisir d'offrir à ses membres retraités la possibilité de participer à un nouveau régime supplémentaire de soins médicaux et dentaires à des taux concurrentiels. Ce régime complet souscrit par la Financière Manuvie, un des chefs de file dans le secteur de l'assurance de soins médicaux, vous permettra ainsi qu'à votre famille de continuer à bénéficier des mêmes prestations offertes par votre régime collectif.

L'assurance couvre entre autres : **Les médicaments sur ordonnance**, **Les soins hospitaliers**, **Les fournitures médicales et l'équipement sanitaire**, **Les visites chez les spécialistes et les thérapeutes accrédités**, **Les services de soins dentaires, visuels, infirmiers et à domicile**.

La couverture du régime provincial ne suffit pas — Rassurez-vous aujourd'hui même.

Contactez-nous par téléphone ou Internet.

Financière Manuvie

1-877-268-3763

Veuillez indiquer que vous êtes membre retraité de l'ACPPU.

[www.acppu.ca](http://www.acppu.ca)

LEE-POWER & ASSOCIATES INC.

ACPPU

# CAREERS CARRIÈRES

## Index Indices

B1 A	B23 N
B7 B	O
B8 C	B24 P
B10 D	Q
E	B26 R
B14 F	S
B15 G	T
B16 H	U
B17 I	B28 V
B18 J	W
K	X
L	Y
B20 M	Z

## B2B Accommodations

## How to Place a Career Ad

PHONE  
613-820-2270

FAX  
613-820-2417

EMAIL  
ads@caut.ca

MAIL  
CAUT Bulletin  
275 Queenview Dr.  
Ottawa, Ontario  
K2B 8K2

Direct correspondence  
and questions to the  
Advertising Coordinator

Print career ads  
posted to  
**ACADEMICWORK.CA**  
for free.

## Comment mettre une annonce

TELEPHONE  
613-820-2270

TELECOPIEUR  
613-820-2417

COURRIEL  
ads@caut.ca

POSTE  
Bulletin ACPPU  
2675, prom. Queenview  
Ottawa (Ontario)  
K2B 8K2

Adresser la correspondance  
et les questions à la  
coordonnatrice de la publicité

Les publicités  
imprimées sont  
affichées  
gratuitement sur  
**TRAVAILACADEMIQUE.CA**.

■ ACCOUNTING — The University of Western Ontario, Bachelor of Administrative and Computer Studies program is seeking a permanent faculty position in the Faculty of Social Science at The University of Western Ontario with over 2100 students. The only program of its kind offered by a Canadian university, the rigorous BACIS program emphasizes business studies with a strong foundation in the social sciences. Applications are invited for a one-year, limited-term appointment in Accounting. Candidates must possess a completed honours Bachelor's degree (ICA, CMA, or CGA) and at least a Master's degree in a relevant field, and provide evidence of superior teaching ability. The successful candidate will be expected to teach undergraduate courses in accounting (including management control systems), and possibly financial accounting. Applications are welcome from candidates who have demonstrated a commitment to working in an interdisciplinary environment will be welcomed. Rank and salary will be commensurate with qualifications and experience. Applications should be submitted to the Director of Accounting, Department of Accounting, Mount Allison University, 185 King Street, Sackville, NB E4L 2A7. Fax: 506-856-3232. Email: [accounting@mtl.ac.ca](mailto:accounting@mtl.ac.ca). The closing date for receipt of applications is January 15, 2006 or until the position is filled.

■ ACCOUNTING — Mount Allison University, The Commerce Department at Mount Allison University invites applications for a tenure-track position in Accounting. Applications will be accepted for a one-year, limited-term appointment in Accounting. Individuals who are interested in actively participating in the community of learning that defines Mount Allison University. The successful candidate will be expected of continuous professional enhancement and curriculum design will introduce innovative pedagogical approaches; and explore integrative educational opportunities with other academic areas. We seek candidates who are able to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond. The ideal candidate will have a PhD in Accounting (completed or near completion) or a PhD in a related field with a professional accounting designation. The minimum requirements for the position are a Masters degree in Business Administration in accounting (completed or near completion) and an active, on-going research program. Duties include teaching, research, consulting and professional service at undergraduate and graduate levels. Salary will be commensurate with qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2006. Applicants can learn more about the ACS Program at [www.ica.org/canada](http://www.ica.org/canada). A maximum wage (including the names of three referees) should be forwarded to: Professor Keith Fleming, Director, Bachelor of Admin. and Computer Studies Program, Room 200, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 3G2. Applications will be accepted until December 15, 2005, or until a replacement is filled. Applications will be reviewed prior to the deadline. Positions are subject to budget approval. Applicants should have fluent written and verbal communication skills in English.

All qualified candidates are encouraged to apply. However Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities.

■ ACCOUNTING — Mount Allison University, The Commerce Department at Mount Allison University invites applications for a tenure-track position in Accounting. The successful candidate will be expected of continuous professional enhancement and curriculum design will introduce innovative pedagogical approaches; and explore integrative educational opportunities with other academic areas. We seek candidates who are able to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond. The ideal candidate will have a PhD in Accounting (completed or near completion) and an active, on-going research program. Duties include teaching, research, consulting and professional service at undergraduate and graduate levels. Salary will be commensurate with qualifications and experience. The closing date for applications is November 30, 2005. Send curriculum vitae to Professor Keith Fleming, Director, Bachelor of Admin. and Computer Studies Program, Room 200, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 3G2. Applications will be accepted until December 15, 2005, or until a replacement is filled. Applications will be reviewed prior to the deadline. Positions are subject to budget approval. Applicants should have fluent written and verbal communication skills in English.

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

## Atkinson Faculty of Liberal and Professional Studies TENURE-TRACK POSITION

### PHILOSOPHY

The Philosophy/Modes of Reasoning Program invites applications for a tenure-track position at the Assistant Professor level in applied and professional philosophy, commencing July 1, 2006, subject to final budgetary approval. The area of specialization is open. The successful applicant will be expected to teach and help create undergraduate courses that are professionally oriented in applied philosophy. These courses may include, but are not limited to, courses in Moral and/or Political Philosophy, Philosophy of Law and/or Justice, Practical Ethics and/or Applied Ethics. The successful applicant will be expected to teach basic introductory courses, upper-level courses in practical ethics and applied philosophy, and graduate courses in the area of specialization. A central feature of the Philosophy/Modes of Reasoning Program is our first-year, compulsory critical thinking program "Modes of Reasoning". The candidate must be committed to teaching in, and sustaining this program, and should demonstrate competence in this area. Candidates must also be knowledgeable about technology-enhanced learning, and committed to using technology in face-to-face teaching and developing online courses. Applicants must have a PhD, publications and ongoing research. Atkinson is committed to quality teaching and learning. The applicant should be able to demonstrate strong teaching ability, and have the potential to mount and maintain an active research agenda related to his or her specific profile. Applicants should refer to the Philosophy Calendar and University website, to specifically identify which courses they feel competent to teach. The successful candidate should be appointable or imminently appointable to the Faculty of Graduate Studies (FGS). Experience with graduate programs and supervision is an asset. Full position details can be viewed at [www.yorku.ca/acadjps](http://www.yorku.ca/acadjps).

Salary will be commensurate with rank and qualifications. Applicants should submit a letter of application with a current curriculum vitae, including the names and addresses of three referees and identifying areas of teaching and research interest, and arrange to have the letters of reference (at least one of which should address the applicant's teaching) sent directly to: Professor Marshall Walker, School of Analytic Studies and Information Technology, Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, 2017 TEL Building, Toronto, Ontario, M3J 1P3. The deadline for applications has been extended to January 6, 2006.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acajobs](http://www.yorku.ca/acajobs) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The Atkinson Faculty of Liberal and Professional Studies offers 29 diverse programs in eight academic Schools:

the School of Administrative Studies, the School of Analytic Studies and Information Technology, the School of Arts and Letters, the School of Health Policy and Management, the School of Nursing, the Department of Psychology, the School of Social Science, and the School

of Social Work. The faculty specializes in professionally relevant liberal studies programs that provide students with a broad, research-focused liberal studies background, and the substantive knowledge and skills necessary to succeed in a variety of professional careers. Our faculty members are internationally renowned educators and researchers with expertise in a variety of disciplinary and interdisciplinary fields.

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. Atkinson offers flexible scheduling and teaching formats, with courses offered on campus in the day and evening, as well as courses delivered by Internet and correspondence. Atkinson Faculty is committed to expanding its experiential education activities to give students hands-on problem-based learning opportunities that help bridge academic studies and career development. In 2006-2007, and continuing over the next few years, the Faculty is particularly interested in expanding its existing graduate programs, and developing new programs at both the master's and PhD levels. When you join Atkinson, you will become a member of a vibrant Faculty that is committed to teaching excellence and outstanding research.

## SCHOOL OF ANALYTIC STUDIES AND INFORMATION TECHNOLOGY

The School of Analytic Studies and Information Technology brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies, and Philosophy in a way that respects individual disciplinary perspectives while embracing an integrated analytical and applied approach to teaching across all programs areas. For more information on the School and its programs, see [www.atkinson.yorku.ca/sast/](http://www.atkinson.yorku.ca/sast/) or contact Elsie Ramkhalawon, Administrative Assistant, at 416.736.2100, x30098.

University, 144 Main St., Sackville, NB E4L 2A7. Fax: 506-856-3232. Email: [sast@mtl.ac.ca](mailto:sast@mtl.ac.ca).

The closing date for receipt of applications is January 15, 2006 or until the position is filled.

■ ANTHROPOLOGY — Mount Allison University, The Commerce Department at Mount Allison University invites applications for a tenure-track position at the Assistant Professor level in Accounting.

The successful candidate will be expected of continuous professional enhancement and curriculum design will introduce innovative pedagogical approaches; and explore integrative educational opportunities with other academic areas.

We seek candidates who are able to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond.

The ideal candidate will have a PhD in Accounting (completed or near completion) and an active, on-going research program.

Duties include teaching, research, consulting and professional service at undergraduate and graduate levels. Salary will be commensurate with qualifications and experience in accordance with the Collective Agreement.

The appointment is effective July 1, 2006. Applicants can learn more about the ACS Program at [www.ica.org/canada](http://www.ica.org/canada).

Applications will be accepted until December 15, 2005, or until a replacement is filled.

Positions are subject to budget approval.

Applicants should have fluent written and verbal communication skills in English.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

University, 144 Main St., Sackville, NB E4L 2A7. Fax: 506-856-3232. Email: [sast@mtl.ac.ca](mailto:sast@mtl.ac.ca).

The closing date for receipt of applications is January 15, 2006 or until the position is filled.

■ ANTHROPOLOGY — Mount Allison University, The Commerce Department at Mount Allison University invites applications for a tenure-track position at the Assistant Professor level in Accounting.

The successful candidate will be expected of continuous professional enhancement and curriculum design will introduce innovative pedagogical approaches; and explore integrative educational opportunities with other academic areas.

We seek candidates who are able to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond.

The ideal candidate will have a PhD in Accounting (completed or near completion) and an active, on-going research program.

Duties include teaching, research, consulting and professional service at undergraduate and graduate levels. Salary will be commensurate with qualifications and experience in accordance with the Collective Agreement.

The appointment is effective July 1, 2006. Applicants can learn more about the ACS Program at [www.ica.org/canada](http://www.ica.org/canada).

Applications will be accepted until December 15, 2005, or until a replacement is filled.

Positions are subject to budget approval.

Applicants should have fluent written and verbal communication skills in English.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ ANTHROPOLOGY — University of Prince Edward Island, The Department of Sociology and Anthropology invites applications for a tenure-track position at the rank of Lecturer/Assistant Professor, July 1, 2006-May 31, 2007. Teaching duties are in undergraduate, graduate, and research areas, and include introductory Anthropology classes, a course in Anthropological Field Methods, Native Canadians, and two other courses which complement the Department's programs in Anthropology and/or Sociology.

Applications are invited via <http://www.upei.ca/restray/sociolog/pdf>. Qualifications: Ph.D or ABD preferred. In addition to a cover letter of application, applicants should submit a curriculum vitae, teaching statement, a research proposal, and three letters of reference. Applications will be received by February 20, 2006 to: Dr. J. K. Kopachewsky, Chair, Dept. of Sociology and Anthropology, University of Prince Edward Island, Charlottetown, PE C1A 4P6. Email inquiries to [kopachewsky@upei.ca](mailto:kopachewsky@upei.ca).

In accordance with Canadian immigration requirements, all qualified applicants must meet certain minimum qualifications. Only Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment.

■ ANTHROPOLOGY — Saint Mary's University, The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor starting July 2006. The Department is seeking an individual with a research record in archaeological or biological anthropology who is committed to excellence in undergraduate teaching. Applicants should have a Ph.D or be near completion. The successful candidate will be expected to teach ethnology and sociocultural anthropology at the undergraduate level, to teach introductory level courses in their area of specialization, and to contribute to curriculum development at departmental and institutional levels. As part of their responsibilities, the successful candidate will be expected to contribute to the mission of Saint Mary's University by being involved in research and teaching expertise relating to one or more of the interdisciplinary programs affiliated with Anthropology at Saint Mary's. Asian Studies, Atlantic Canadian Studies, and Northern Studies. The Department of Anthropology has a strong research commitment to applied research, outreach activities, and community engagement.

Applicants should submit a letter of application, including evidence of teaching effectiveness, a sample of recent scholarly writing, grantsmanship, and a teaching dossier, and three letters of reference to Dr. Steven D. Chapman, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 2W5. Electronic submissions may be submitted to Ms. Monica Lewis: [monica.lewis@smu.ca](mailto:monica.lewis@smu.ca). Review of applications will begin on March 1, 2006 and continue until the position is filled. Salary is negotiable. Saint Mary's University encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ PHILOSOPHY — York University, The Philosophy/Modes of Reasoning Program invites applications for a tenure-track position at the Assistant Professor level in applied and professional philosophy, commencing July 1, 2006, subject to final budgetary approval.

The area of specialization is open. The successful applicant will be expected to teach and help create undergraduate courses that are professionally oriented in applied philosophy. These courses may include, but are not limited to,

courses in Moral and/or Political Philosophy, Philosophy of Law and/or Justice, Practical Ethics and/or Applied Ethics. The successful applicant will be expected to teach basic introductory courses, upper-level courses in practical ethics and applied philosophy, and graduate courses in the area of specialization.

A central feature of the Philosophy/Modes of Reasoning Program is our first-year, compulsory critical thinking program "Modes of Reasoning".

The candidate must be committed to teaching in, and sustaining this program, and should demonstrate competence in this area.

Candidates must also be knowledgeable about technology-enhanced learning, and committed to using technology in face-to-face teaching and developing online courses.

Applicants must have a PhD, publications and ongoing research.

Atkinson is committed to quality teaching and learning.

The applicant should be able to demonstrate strong teaching ability, and have the potential to mount and maintain an active research agenda related to his or her specific profile.

Applicants should refer to the Philosophy Calendar and University website, to specifically identify which courses they feel competent to teach.

The successful candidate should be appointable or imminently appointable to the Faculty of Graduate Studies (FGS).

Experience with graduate programs and supervision is an asset.

Full position details can be viewed at [www.yorku.ca/acadjps](http://www.yorku.ca/acadjps).

Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in the areas of medical ethics, law and health care, and the development of new medical treatments for cancer.

■ APPLIED MATHEMATICS — University of Waterloo, The Department of Applied Mathematics at Waterloo invites applications for a tenure-track position in the area of mathematical medicine, to begin on or after July 1, 2006. Appointment at the Assistant Professor level is preferred, but exceptional candidates may be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in the areas of medical ethics, law and health care, and the development of new medical treatments for cancer.

Applicants are invited to send a curriculum vitae (including a statement of research interests and teaching philosophy), and the names and addresses of three referees to: Dr. J. J. P. Veerman, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (reference letter should not be sent at this stage). Screening of applications will begin on December 12, 2005 and continue until the position is filled.

Applications received after this date will not be considered only if the position has not been filled. The Department of Applied Mathematics is an equal opportunity employer.

Women, members of visible minorities, native peoples, and persons with disabilities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



SECTION  
B



# CAREERS CARRIÈRES



UNIVERSITY OF  
ALBERTA  
EDMONTON, ALBERTA CANADA

## Pediatric Ophthalmologist

The Department of Ophthalmology, Faculty of Medicine and Dentistry, University of Alberta is actively seeking a pediatric ophthalmologist. A strong pediatric division is maintained at the University of Alberta Hospital site, the principal site of Children's Health. The Department of Ophthalmology is centralized to clinical, surgical and research facilities that incorporate the region's twenty-seven staff ophthalmologists and the Residency Training Program. The Department maintains a very active research program in Ocular Genetics.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading academic health sciences centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations are recognized nationally and

internationally for their combined leadership in research, education and clinical service.

Details about the University of Alberta, Department of Ophthalmology, Faculty, Capital Health, and Edmonton can be found on the Faculty's Home Page at [www.med.ualberta.ca](http://www.med.ualberta.ca)

An academic appointment will be provided commensurate with level of experience. Candidates should send their curriculum vitae including their clinical and research interests, along with the names of three referees to:

**Dr. Ian MacDonald**  
Chair,  
Department of Ophthalmology  
10240 Kingsway Avenue, Room 2319  
Edmonton, Alberta, Canada T5H 3V9  
Telephone: (780) 735-4924  
Fax: (780) 735-4969

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)



## Faculty of Science

The Faculty of Science comprises nine departments, schools, and institutes and 140 full-time faculty. The Faculty offers diverse and exciting opportunities for discovery, learning, and personal growth to about 2,000 undergraduate students, through its three bachelor degree programs (B.Sc., B. Math., B.C.S.), and to more than 400 graduate students in its master's and doctoral programs. ours is a research-intensive Faculty and a key contributor to Carleton University's research mission. The Faculty is a leader in several major national and international research projects and centres of excellence, and received over \$25 million in externally sponsored research support last year. Being located in the nation's capital is particularly advantageous, as we enjoy numerous collaborative research and learning relationships with federal government research laboratories, museums, high technology industries, and libraries in the Ottawa region. The Faculty of Science ([www.carleton.ca/science](http://www.carleton.ca/science)) is currently experiencing a period of renewal and growth.

### We currently have tenure-track openings in the following areas:

- Assistant Professor, Population/Theoretical Genetics, Department of Biology
- Assistant Professor, Microbiology/Virology, Department of Biology
- Assistant Professor, Animal Physiology/Biochemistry, Department of Biology and Institute of Biochemistry
- Assistant Professor, Organic Chemistry, Department of Chemistry
- Canada Research Chair - Tier 2, Bioinformatics, School of Computer Science
- Assistant Professor, Medical Physics, Department of Physics
- Assistant Professor, Particle Physics, Department of Physics
- Assistant Professor, Applied Mathematics, School of Mathematics and Statistics
- Assistant Professor, Applied Statistics, School of Mathematics and Statistics

Details of these positions may be found in the individual advertisements in this and upcoming editions of the CAUT Bulletin or by visiting our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)



## University of Saskatchewan Tenure-Track Position Physical Therapy School of Physical Therapy

The School of Physical Therapy offers a B.Sc.P.T. degree, currently enrolling 30 students per year. A new Master of Physical Therapy program has been proposed and if approved would replace the B.Sc.P.T. program in 2007. Research areas in the School include: osteoporosis, fibromyalgia, exercise management in chronic diseases, physical activity in older adults, parkinson's disease and development of outcome measures. The School supports a variety of initiatives related to inter-professional education of undergraduate and graduate levels.

Applications are invited for a full-time tenure-track position in Physical Therapy. Applicants must be eligible for licensure in the Saskatchewan College of Physiotherapists, and must hold a Ph.D. or equivalent doctoral degree. Candidates must have a commitment to teaching and research. Preference will be given to candidates with clinical and research expertise in exercise testing, exercise prescription, primary health, and physiotherapy management of chronic disease.

The successful candidate will be expected to teach courses in the physical therapy program, to supervise graduate students (as required) and to conduct research.

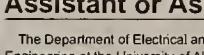
Candidates should send a curriculum vitae, a statement of teaching and research interests, examples of publications, and the names of three referees to:

**Dr. Angela Busch, Acting Director**  
Chair, Search Sub-committee, School of Physical Therapy  
1121 College Drive, Saskatoon, SK S7N 0W3  
Tel: (306) 966-6585  
Fax: (306) 966 6575  
Email: [angela.busch@sosk.usask.ca](mailto:angela.busch@sosk.usask.ca)

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising.

Please Note: It is illegal to discriminate on the basis of age, race, gender, or disability in Canada. Further information about the School and its programs is available on our Website ([www.usask.ca/phsphyther](http://www.usask.ca/phsphyther)).

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)



UNIVERSITY OF  
ALBERTA  
EDMONTON, ALBERTA CANADA

## Assistant or Associate Professor

The Department of Electrical and Computer Engineering at the University of Alberta invites applications for several tenure-track faculty positions at the Assistant/Associate Professor level. Exceptional candidates are being sought in all areas of Electrical Engineering, Computer Engineering, and Engineering Physics. Areas of special interest include Biomedical Engineering (biomedical imaging analysis, biomedical signal processing, genomic analysis, biosystem modeling, drug delivery systems, systems biology), Signal and Image Processing (multimedia applications, video transmission, signal and image processing with applications in biomedical systems), circuits (RF electronics, microwave devices, analog and mixed signal circuits and signals, high speed digital integrated circuits), Nanoelectronics (nanoelectronic devices, MEMS and bioMEMS), and Electromagnetics (applied electromagnetics, computational EM, antenna arrays).

Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience will be considered an asset. The candidate is expected to seek registration as a Professional Engineer in the province of Alberta.

The Department is undergoing an expansion and is committed to securing a position among the leading schools in North America. At present, we have over 50 faculty members. Our graduate program attracts outstanding students from the best schools worldwide and presently has an enrollment of over 300 students, including approximately 140 PhD candidates. The undergraduate

programs in Electrical Engineering (which includes a new option in biomedical engineering), Computer Engineering (which includes an option in Software Engineering), and Engineering Physics (with an option in Nanoengineering), enroll over 800 students.

Research and teaching needs are served by two new buildings with a total area of 31,000 square meters. There is a unique world-class nano and microfabrication facility located in the same building, and the National Institute for Nanotechnology is being built nearby. The undergraduate and graduate laboratories are generously equipped with state-of-the-art equipment, and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. Further information about the Department can be found at [www.ece.ualberta.ca](http://www.ece.ualberta.ca).

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names of at least three referees to:

**Dr. H. J. Marquez**  
Chair  
Department of Electrical and Computer Engineering  
The University of Alberta  
Edmonton, Alberta, Canada T6G 2V4  
E-mail: [marquez@ece.ualberta.ca](mailto:marquez@ece.ualberta.ca)

The application review process will begin January 1, 2006 and will continue until the positions have been filled.



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Neuro-Ophthalmologist

The Department of Ophthalmology, Faculty of Medicine and Dentistry, University of Alberta is actively seeking a neuro-ophthalmologist. The Department of Ophthalmology is centralized to clinical, surgical and research facilities that incorporate the region's twenty-seven staff ophthalmologists and the Residency Training Program. The Department maintains a very active research program in Ocular Genetics.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading academic health sciences centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Details about the University of Alberta, Department of Ophthalmology, Faculty, Capital Health, and Edmonton can be found on the Faculty's Home Page at [www.med.ualberta.ca](http://www.med.ualberta.ca)

An academic appointment will be provided commensurate with level of experience. Candidates should send their curriculum vitae including their clinical and research interests, along with the names of three referees to:

**Dr. Ian MacDonald**  
Chair,  
Department of Ophthalmology  
10240 Kingsway Avenue, Room 2319  
Edmonton, Alberta, Canada T5H 3V9  
Telephone: (780) 735-4924  
Fax: (780) 735-4969

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

# CAREERS CARRIÈRES



**uOttawa**

L'Université canadienne  
Canada's university

Comptant 10 facultés et accueillant 32 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

With 10 faculties and 32,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.



## Postes réguliers de professeure ou professeur

**La Faculté d'éducation de l'Université d'Ottawa** est à la recherche de candidates et de candidats intéressé(e)s à l'enseignement dans les domaines suivants :

### Postes francophones

- Didactique du français
- Mesure et évaluation en éducation

### Postes anglophones

- Educational Evolution and Quantitative Research Methods
- Educational Counselling
- Science Education
- Mathematics Education

### Critères de sélection

- Doctorat en éducation ou dans un domaine connexe
- Spécialisation et dossier actif de recherche dans le domaine
- Expérience en enseignement à l'élémentaire ou au secondaire, un atout
- Connaissance passive de l'anglais comme condition de permanence
- Connaissance des nouvelles technologies de l'information

### Fonctions

Les candidats ou les candidates devront enseigner aux programmes de premier, de deuxième et de troisième cycles, faire de la recherche dans leur domaine d'expertise, superviser des thèses de M.A. et de Ph.D. et des stages au niveau du B.Ed. et participer aux activités universitaires.

### Conditions et salaire à l'embauche

Selon la convention collective, les postes menant à la permanence sont sujets à une approbation budgétaire.

### La date d'entrée en fonction est le 1<sup>er</sup> juillet 2006.

L'étude des dossiers continuera jusqu'à ce que les postes soient comblés.

Pour plus d'information au sujet de la Faculté d'éducation, visitez notre site Web à l'adresse suivante : [www.education.uottawa.ca/affichage/index.html](http://www.education.uottawa.ca/affichage/index.html)

Veuillez faire parvenir votre demande d'emploi, votre curriculum vitæ ainsi que le nom de trois répondant(e)s à :

**Renée Forgette-Giroux, Vice-doyenne (Programmes)**  
**Faculté d'éducation, Université d'Ottawa**  
**145, rue Jean-Jacques-Lussier (314)**  
**C.P. 450, succursale A**  
**Ottawa (Ontario) K1N 6NS**  
**Courriel : vdprog@uottawa.ca**

[www.uOttawa.ca](http://www.uOttawa.ca)

Conformément aux exigences d'immigration Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

## Full-Time Faculty Positions

**The Faculty of Education of the University of Ottawa** is seeking candidates who are interested in teaching in the following fields:

### French Positions

- Didactique du français
- Mesure et évaluation en éducation

### English Positions

- Educational Evaluation and Quantitative Research Methods
- Educational Counselling
- Science Education
- Mathematics Education

### Qualifications

- Ph.D. in Education or a related field
- Specialization and active record of research in the field
- Experience in teaching at the elementary and secondary levels, an asset
- Passive knowledge of French as a condition of tenure
- Knowledge of new information technology

### Duties

Candidates will be expected to teach at the undergraduate and graduate levels, maintain research in their area of expertise, supervise MA and Ph.D. theses and practica at the B.Ed. level, as well as participate in University activities.

### Hiring Conditions and Salary

As per the current collective agreement, tenure-track positions are subject to budget approval.

### The starting date is July 1, 2006.

The examination of applications will continue until the positions have been filled.

For more information about the Faculty of Education, visit our Web site at the following address:  
[www.education.uottawa.ca/postings/index.html](http://www.education.uottawa.ca/postings/index.html)

Please forward your application, résumé and the names of three references to:

**Renée Forgette-Giroux, Vice-Dean (Programs)**  
**Faculty of Education, University of Ottawa**  
**145 Jean-Jacques Lussier Street (314)**  
**P.O. Box 450, Station A**  
**Ottawa, Ontario K1N 6NS**  
**Email: vdprog@uottawa.ca**

[www.uOttawa.ca](http://www.uOttawa.ca)

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

# CAREERS CARRIÈRES



OKANAGAN

## Tenure Track Positions Available at UBC Okanagan

The Okanagan's new University of British Columbia campus, UBC Okanagan, invites applications for up to 40 tenure track appointments, scheduled to begin July 1, 2006. Situated in Kelowna, BC, one of the most scenic regions in Canada, this new campus will offer faculty an intimate teaching environment and opportunities for world class research. UBC Okanagan is embarking on an unprecedented period of growth from its current complement of 3000 students to 7500 students. Successful candidates will have a PhD (or other appropriate terminal degree where relevant) with strong research records, exceptional communication skills, and a demonstrated excellence in teaching at both the undergraduate and graduate level. Applications are especially encouraged from individuals whose work bridges one of the existing UBC Okanagan's four interdisciplinary research themes: Health and Wellness; Sustainability; Creativity, Culture and Community, and Indigenous Studies. However, the potential identification of additional research themes (e.g. Corporate Social Responsibility and Ethical Leadership) is currently under consideration. Additional details about hiring and the currently articulated research themes are available at [www.ubc.ca/okanagan](http://www.ubc.ca/okanagan).

Subject to the availability of funds these positions are budgeted at the Assistant Professor level. Candidates with exceptional qualifications may be considered for appointment at a higher rank. In those few instances where appointments are expected to be made at a higher rank, the description of the specific position will make that clear (e.g. Sustainability, Management).

### IRVING K. BARBER SCHOOL OF ARTS & SCIENCES

**Economics** (1 position) - Research and teaching expertise in natural resource economics and regional development. Interest and ability to apply research at both local and global levels is highly desirable.

**History** (1 position) - Primary research and teaching interests in East Asia, although other areas such as Aboriginal history of Canada and the history of British Columbia or Latin America will be considered.

**Philosophy** (up to 2 positions) - Primary research and teaching interests in any combination of: Social and Political Philosophy (especially Theory of Democracy and the Global State) OR Early Modern Philosophy OR Applied Ethics (Biomedical, Environmental, Computer Ethics) OR Philosophy of Consciousness, Mind, and Creativity.

**Political Science** (1 position) - Research and teaching expertise in Middle Eastern Politics, although other areas such as South-Asian Politics, Sub-Saharan Affairs will be considered. Successful candidates are expected to teach Comparative Politics and International Relations and pursue an ambitious research and publishing agenda.

**Sociology** (1 position) - Primary research and teaching interests in the Sociology of Gender. Candidates with additional expertise in Sociology of Family and/or in Criminology will be especially welcome.

**Indigenous Studies** (1 position) - The successful candidate will hold a PhD in First Nations or Indigenous Studies and be familiar with the culture, protocols and history of one or more Indigenous communities in Canada or North America as well as with continent-wide issues. Areas of topical specialization are open but should include one or more of the following: Indigenous History, Indigenous Governance, Indigenous Justice, Indigenous Art, or Land Claims.

**Indigenous Studies** (1 position - part-time) - Primary responsibility is to teach Indigenous Okanagan-based courses on behalf of UBC Okanagan at the En'owkin Centre in Penticton, an Indigenous post-secondary creative arts and cultural institution owned and governed by the Okanagan Nation Bands. The position is intended to expand a partnership between the En'owkin Centre and UBC Okanagan that exemplifies the benefits and potential of respectful knowledge relationships between Indigenous Peoples and traditional academic discourse. The successful candidate will hold a PhD in Indigenous or First Nations Studies or another relevant discipline and be familiar with the culture, protocols and history of the Okanagan People as well as regional issues. Areas of topical specialization should include one or more of Okanagan History, Okanagan Governance, Okanagan Justice, Okanagan Art, Okanagan Ecological Knowledge, Okanagan Community Mobilization, or Okanagan Land Claims.

**Gender/Women's Studies** (1 position) - The successful candidate will have a PhD in Women's Studies/Gender Studies or related disciplines with strong evidence of feminist scholarship and research. Demonstrable expertise in research methodologies and past experience in graduate supervision would be an asset.

**Geography** (1 position) - We are seeking a Geographer with expertise in the relationship among society, resources, and sustainability, widely defined to include urban, social, cultural and environmental sustainability who employs GIS as a primary methodology. This position will complement and bridge a range of existing research and teaching expertise in Human Geography, especially in Tourism and Recreation Geographies, Urban Geographies and Critical and Cultural Geographies; however potential links to the work of another social science discipline would also be an asset.

**Hydrogeologist** (1 position) - We are seeking a Hydrogeologist with expertise in any number of subfields/related disciplines including hydrogeochemistry, assessment and evaluation of the transport and fate of chemical contaminants in groundwater, environmental geophysics, water resource evaluation, remediation, and management of groundwater quality/quantity.

**Inorganic Chemist** (1 position) - The successful candidate will have a PhD in inorganic chemistry with preference for expertise in coordination and organometallic chemistry. Postdoctoral experience is desirable.

**Molecular Ecology** (1 position) - The successful candidate will have PhD in molecular ecology with demonstrated ability to use molecular techniques to address ecological questions. Postdoctoral experience is desirable.

**Applied GIS/Landscape Ecology/Biogeography** (1 position) - The successful candidate will have a PhD in applied Geographic Information Systems (GIS) or related field and will be expected to develop a strong research program using applications of GIS to address questions dealing with conservation, spatial ecology and/or ecological restoration, resource management, soils, horticulture or integrated pest management. Additional skills associated with remote sensing and spatial modelling would be assets. Liaison is expected with the interdisciplinary Centre for Species at Risk and Habitat Studies (SARAH), which includes a dedicated GIS laboratory.

**Comparative Sensory Physiologist** (1 position) - The successful candidate will have demonstrated ability to conduct independent research in sensory or electro-physiology using vertebrate or invertebrate animal models.

**Biologist/Biochemist** (1 position) - The successful candidate will have demonstrated ability to conduct independent research in such areas as pharmacology, immunology, neurobiology or endocrinology. The candidate will be expected to develop and teach undergraduate and graduate courses in pharmacology in the Medical Biochemistry stream of the interdisciplinary Biochemistry program.

### Psychology (2 positions)

**Advanced Quantitative Methods** - The successful candidate will have advanced training and research experience in statistical/quantitative methods. Specializations in multivariate analyses (e.g., MANOVA, multiple regression, factor analysis, etc.), structural equation modeling, and associated design issues are preferred. Candidates whose primary interest is in other substantive areas of psychology may be considered.

**Social Psychology** - The successful candidate will have training and research experience in social psychology. Preference for candidates will be given to those with additional active research interests related to clinical and/or health and wellness issues. Registration (or eligibility for registration) as a psychologist in the province of British Columbia would be an asset.

**Computer Science** (1 position) - The successful candidate will be able to teach in areas such as Communication Networks, Database, Hardware and Systems, and Software Engineering. Researchers with interests in areas that complement those of existing faculty namely Algorithms, Artificial Intelligence, Computer Graphics, Computer Vision, and Scientific Computing are especially welcome.

**Statistics** (1 position) - The successful candidate will have a PhD in environmental/ecological statistics or related area with applications in environmental sciences, particularly spatial statistics.

**Physics and Astronomy** (1 position) - We are seeking someone with research specialization in radio-frequency astronomy or engineering astrophysics. The position will be associated with an evolving partnership between UBC Okanagan and the Dominion Radio Astrophysical Laboratory.

**Sustainability** (1 senior position) - We are seeking a senior scholar with international reputation in any area of sustainability. The successful candidate will have a faculty appointment at the Associate or full Professor level within one or more of the programs housed in the Irving K. Barber School of Arts & Sciences. He/She will have administrative responsibilities as Director of the newly created Okanagan Sustainability Institute and should have a strong record of leadership and university administration.

### FACULTY OF CREATIVE AND CRITICAL STUDIES

The Faculty of Creative and Critical Studies currently offers degrees in languages, literatures and visual arts, and it anticipates the development of new undergraduate programs in art history, creative writing, cultural studies, film studies, theatre, and combinations thereof. New faculty will be expected to teach in existing programs and help shape the direction of new initiatives. While we are seeking candidates who can demonstrate teaching excellence and a significant scholarly activity profile, expertise in course and program planning and development would be of particular interest. Subject to budgetary approval, we invite applications for six positions at the Assistant Professor level in the following program areas:

**Art history** - One or more of the following: Indigenous/aboriginal art, architectural history, Renaissance art, and/or 17th and 18th century art. Preferred candidates will also be able to demonstrate a thorough awareness of contemporary theory.

**English** - Critical theory and a research profile in one other area, such as cultural studies, Enlightenment studies, Diaspora literature, and/or children's literature. Other profiles may be considered.

**Japanese** - An ability to teach language courses and a research profile in one other area, such as literature, art, film, and/or translation.

**Spanish** - An ability to teach language courses and a research profile in Medieval and Golden Age literature.

**Theatre** - One or more of the following areas: performance production, theatre history, and/or scriptwriting. Familiarity with installation art, performance art, and public art would be an asset.

**Video/Film** - Digital video and related computer applications and a research profile in one other area, such as film, film history, and/or media studies.

### FACULTY OF HEALTH AND SOCIAL DEVELOPMENT

**School of Nursing** (up to 6 positions) - The School of Nursing offers a Bachelor of Science in Nursing and will commence a Masters of Science in Nursing in September 2006. Successful candidates will be expected to have a demonstrated record of, or evidence of potential excellence in research and teaching, and must be eligible for registration with the College of Registered Nurses of British Columbia. We invite candidates with clinical expertise or specialization in a variety of areas who are able to establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing. New faculty will teach practice and classroom courses involving both undergraduate and graduate students, and provide service to the profession and the community. Expertise in interprofessional education would be a particular interest.

**CRC Chair** (1 position) - We invite applications from early career scholars of outstanding achievement who wish to be considered for a nomination for a Canada Research Chair at the Tier II level in the area of Health and Wellness. The successful candidate will have postdoctoral experience and a strong record in research. We are particularly interested in individuals who have a strong commitment to and ability to lead interdisciplinary and interprofessional research with expertise in two or more disciplinary and/or professional areas. A cross appointment with a health-related program in another faculty or school is possible. A research program in areas addressing health management and policy, health promotion and community health, clinical or health psychological science, ageing or lifespan development, gender and health, innovative approaches to the provision of health care is required. Candidates who are nominated and awarded a Canada Research Chair will be appointed to a tenure-track position and at a rank appropriate to their level of experience.

# CAREERS CARRIÈRES

## FACULTY OF MANAGEMENT (up to 5 positions)

In 2006, the newly created Faculty of Management plans to hire a founding group of five mid to senior level research-oriented faculty members with multi-disciplinary interests. Funding permitting, one founding member from each area of specialization will be hired. Founding faculty members will take a leadership role in the subsequent hiring and mentoring of junior faculty members as the Faculty grows. Another key role will be to participate in the development of an integrated, collaborative undergraduate program.

Over the next 4 years, the Faculty will finalize the design and begin delivery of the Bachelor of Management program. We will also develop interdisciplinary graduate and executive programs in areas such as technology management, arts management and health administration and participate fully in the interdisciplinary PhD program.

The Faculty of Management has adopted an initial set of integrative research themes: 1) Sustainable Indigenous Development, 2) Corporate Social Responsibility and Ethical Leadership, and 3) Sustainable Enterprise Development focusing on SMEs, Services Management and Regional Clusters.

Candidates must have a strong track record of achievement in research and teaching and demonstrated organizational experience, either inside or outside the University.

Mid-level and senior candidates are invited to apply in the following disciplines and to indicate how their research might contribute to our integrative research themes.

**Entrepreneurship and General Management** - This is a cornerstone of the Faculty of Management and faculty interested in topics such as emergent business, sustainable enterprise, family business, services or tourism based business are invited to apply. Disciplinary focus is less important than a broad set of interests and could include finance, innovation, leadership, business planning and stakeholder management domains.

**Human Resources Management** - Faculty with interests in core organizational behaviour and organizational theory, leadership, labour management, or development and change management are invited to apply. A special focus will be on personnel management, leadership and governance within SMEs.

**Finance** - The focus of this area will be to prepare students to play leadership roles in financing within organizations rather than to prepare them for Bay Street/Wall Street. We encourage candidates with interests in organizational aspects of finance, including corporate finance, asset and equity management, and risk management to apply.

**Marketing** - Although a broad approach to marketing will be taught in the Faculty, we are particularly interested in services marketing (including tourism), B2B marketing, advertising and promotion, and sales management.

**Accounting and Control** - Candidates with interests in any core aspect of accounting are invited to apply. We are very interested in topics related to control and risk management (especially in SMEs), managerial accounting, and financial reporting.

**Information, Technology and Operations** - This multidisciplinary area will focus on the inner operations of organizations, including their technologies and information systems. Candidates with interests in business process design, operations management, forecasting and decision making, and information systems are invited to apply.

## FACULTY OF APPLIED SCIENCE (up to 8 positions)

The Faculty of Applied Science is developing distinctive new programs in engineering, with second year engineering slated to commence in September 2006. This presents a unique opportunity to be involved in the development and delivery of exciting new engineering programming.

Candidates are invited for tenure-track positions at the instructor and professorial ranks. Candidates for Instructor positions must have records demonstrating outstanding and innovative undergraduate teaching or teaching potential, while candidates for Professorial positions must have records demonstrating outstanding research or research potential, as well as a commitment to quality teaching at both the undergraduate and graduate levels. As well, we are seeking senior candidates (at the ranks of Associate Professor or Professor) for the position of Director of the UBC Okanagan Engineering School (or equivalent) – if appropriate, please identify your interest in this position. All candidates should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia.

Our priority is to attract individuals with experience and expertise in areas within civil engineering, electrical engineering and mechanical engineering, including those with interests in interdisciplinary collaborations with members of other faculties.

In all cases, salary will be commensurate with experience. The University of British Columbia Okanagan hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

For further detailed information and application instructions, visit [www.ubc.ca/okanagan](http://www.ubc.ca/okanagan).



OKANAGAN

THE UNIVERSITY OF BRITISH COLUMBIA | OKANAGAN



## Assistant/Associate Professor Information & Communications Technology in Education

The Faculty of Education at Queen's University ([www.educ.queensu.ca](http://www.educ.queensu.ca)) invites qualified applicants for one tenure-track position at the rank of Assistant/Associate Professor. This position will begin 1 July 2006.

### Information and Communications Technology in Education

Applicants will have a strong foundation in Information and Communications Technology (ICT), with a record of research in topics exploring the relationship between ICT and cognitive theories of learning and development. Applicants with ability to teach in other curricular areas and/or field oriented courses will be given special consideration. Successful elementary and/or secondary school teaching experience is preferable. Knowledge of schooling in Canada is an asset. The successful candidate should demonstrate the ability to engage in transdisciplinary knowledge building.

### General Requirements

Requirements for the position include a doctoral degree, a well-defined research program, relevant work and teaching experience, and a record of scholarly publications. Those people who are near completion of a doctorate are welcome to apply.

Responsibilities for the position will include: maintaining an active program of research and publication; teaching courses at the undergraduate and graduate levels; supervising BEd, MEd and PhD students; developing and maintaining relationships within the profession; and contributing to ICT leadership.

### Applications

Applicants must include a letter of application, which details your research program and how it articulates with Information and Communications Technology. A curriculum vitae, one sample of recent scholarly work, sample course outlines or teaching evaluations (if available), and the names and addresses (including FAX and email addresses) of at least three persons to act as referees must also be included. These materials must be received by the Office of the Dean on or before January 6, 2006. Applications and letters of reference should be sent to:

Rosa Bruno-Jofré, Dean  
Faculty of Education  
Queen's University, Kingston, Ontario K7L 3N6  
Phone: 613-533-6210  
Fax: 613-533-6307

Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.queensu.ca/qufa>. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Associate or Full Professor

The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a senior level, tenure-track faculty position (ASSOCIATE or FULL PROFESSOR rank) in the socio-cultural area of sport and leisure. The suggested start date is July 1, 2006.

The Faculty is looking for a senior scholar with expertise in critical sport sociology and/or cultural studies of sport and leisure. The successful candidate will have a significant and proven track record of scholarly research and publication, and strong evidence of effective teaching. The Faculty has a strong tradition in the socio-cultural area. The successful candidate will help to provide leadership, contribute to all degree programs in the Faculty, make a major contribution to the graduate program, and contribute to the citizenship of the Faculty and the University. A strong background in contemporary social theory and related research methodologies is anticipated.

The Faculty of Physical Education and Recreation serves approximately 1,020 undergraduate and graduate students. It offers several degree programs: BA in Recreation, Sport and Tourism, BPE, BSC Kinesiology, MSc, MA, and PhD, as well as a combined BPE/BED that is offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers an MBA

### In Sport and Leisure Management

In addition to its academic programs, the Faculty has an active Campus Recreation Program that serves 22,000 people, and a full intercollegiate program of 12 sports. The Faculty has full operational responsibilities for University sport and recreation facilities. The University of Alberta is a vibrant teaching and research environment, in the capital city of Edmonton, Alberta. Further information about the University of Alberta and the Faculty may be obtained from <http://www.ualberta.ca> and <http://www.uofaweb.ualberta.ca/per/>.

Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses). Review of applications will commence January 9, 2006 and will continue until the position is filled. Please direct correspondence to:

Dr. Michael J Mahon  
Dean,  
Faculty of Physical Education  
and Recreation  
W1-34 Van Vliet Centre  
University of Alberta  
Edmonton, Alberta, Canada T6G 2H9  
Telephone: (780) 492-3364  
Fax: (780) 492-1008  
E-mail: [mike.mahon@ualberta.ca](mailto:mike.mahon@ualberta.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



# CAREERS CARRIÈRES

is committed to excellence in teaching and research. The School offers Bachelor of Commerce with Honours, Bachelor of Information Business with Honours, Major in Business Administration, and PhD in Management degrees. The successful candidate will help develop graduate and undergraduate programs, supervise graduate students, conduct research, and assume a leadership role in the Finance area. The candidate should possess a PhD or equivalent degree in Finance, and demonstrate a record of research productivity. Applications from all areas of finance will be considered. Salary is competitive and commensurate with qualifications. This appointment will be effective July 1, 2006. Applications must be received by December 10, 2005 or until the position is filled. All qualified candidates are encouraged to apply. The application of Canadians and Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to Dr. David Gray, Director, Eric Spratt School of Business, Carleton University, 1125 Colonel By Drive, Ottawa Ontario K1S 5B6, Tel: (613) 520-2600, ext 8078; Fax: (613) 520-2522; E-mail: director@spratt.carleton.ca; URL: <http://www.spratt.carleton.ca>.

**■ UNIVERSITY OF NEW BRUNSWICK** — Faculty of Business at the University of New Brunswick Saint John invites applications for tenure track positions for the 2006/2007 academic year in the following areas: Management Studies; Management; Entrepreneurship; Business Technology; and Information Management. The Faculty of Business has an outstanding reputation for its innovation, global perspective, and leading edge research. We are seeking an individual with First in Canada in an E-Commerce degree at the undergraduate and MBA levels, the Faculty was recently recognized #1 in E-business by Canadian Business Magazine's Top 100 Companies in M&A program. The Faculty also hosts one of the first Electronic Commerce Research Centres (ECRC) in North America, which is co-located with the National Research Council of Canada's ITIF. We are seeking individuals who have PhD in Hand. Applicants who are ABD but close to completion will also be considered. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV, resume, evidence of teaching proficiency and the contact details of three referees to: The Dean, Faculty of Business, University of New Brunswick, Fredericton, NB E3B 5G5, Saint John, NB, Canada E2L 4L5 or e-mail: [mclennan@unbsj.ca](mailto:mclennan@unbsj.ca). Applications are expected to commence July 1, 2006. All applications received by December 1, 2005, however, no application will be accepted until December 31, 2005. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principles of employment equity.

C

**■ CATHOLIC STUDIES** — St. Joseph's College, The Roman Catholic undergraduate college at the University of Alberta, invites application for a tenure-track faculty position at the professor level to lead the interdisciplinary seminars in Catholic Studies for first-year BA students in Academic Year 2006-2007. Application forms for Arts can be obtained in September 2005. Further information concerning Academia may be obtained at our website: [www.ulberta.ca/~sjoseph](http://www.ulberta.ca/~sjoseph). Applicants should have a completed doctoral degree in one of the disciplines of Catholic Theology or Philosophy (ABDs may be considered at the Lecturer rank), excellent communication and teaching skills, a commitment to undergraduate education in the Catholic tradition, and a publication record/potential for research. Prof-

ess will be given to applicants who are members of the Catholic faith. Ability to teach other courses offered at the College is necessary. Appointment date is January 2006. This position may be converted to a tenured stream at a later date, subject to budgetary approval. Current Ass't Prof salary floor is \$42,000. Applications should include a letter of application indicating their interests and qualifications for this position, other supporting documents (teaching dossier, publications, etc.), an arrange for three references, and a reference to be received by January 31, 2006 to Dr. L. F. Thompson, Dean, St. Joseph's College, University of Alberta, Edmonton, AB T6G 2G5. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ CHEMICAL & BIOLOGICAL ENGINEERING** — University of British Columbia. The Department of Chemical and Biological Engineering is a faculty member-led, and have a strong commitment to high quality undergraduate and graduate teaching in courses of chemical and biological engineering. The department is currently seeking applications for a tenure-track appointment at the Assistant Professor level starting July 1, 2006, and sooner thereafter. Applications should have a PhD in Chemical Engineering or a closely related field, and have a strong commitment to high quality undergraduate and graduate teaching in courses of chemical and biological engineering. The department is currently seeking applications, including consulting experience as a Professional Engineer is a requirement. The successful candidate must possess teaching skills, background and motivation needed to develop a research program of international recognition in the area of process control. Exceptional candidates in process control, with demonstrated interest in industrial applications, including consulting experience, a short statement of teaching and research interests, and the names and addresses of at least three references, should be sent to: Dr. Kenneth R. Campbell, Department of Chemical and Biological Engineering, University of British Columbia, 2360 East Mall, Vancouver, B.C., Canada, V6T 1Z3. The deadline for receipt of applications is February 15, 2006. The position is subject to final budgetary approval. The review of applications will be based on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given preference. Department of Chemical and Biological Engineering at the University of British Columbia offers undergraduate programs leading to the degrees of Bachelor of Science in Chemical and Biological Engineering. Graduate programs leading to the degrees of Master of Science and Doctor of Philosophy are offered. In several important areas of research in Chemical and Biological Engineering, the Department has recently occupied a new 10,000 square foot building with excellent teaching and research facilities. The Department has strong connections with UBC's interdisciplinary centres such as the Clean Energy Research Center, the Michael Smith Laboratories, the Advanced Materials and Process Engineering laboratory, the Public Policy Centre, Ontario Institute for Studies in Education, and the Department's current research programs are available at <http://www.cheb.ubc.ca>.

**■ CHEMICAL ENGINEERING** — McMaster University's Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a tenure-track position at the Assistant or Associate Professor rank in the area of biogeochemical engineering. We also have a Chair in Chemical Engineering or a closely related discipline and have research interests in areas related to the application of chemical engineering principles to environmental engineering, including, but not limited to bioprocessing (reactions and separations), biomaterials, and tissue engineering. The broad area of interface science and engineering related to biogeochemistry is of interest. The successful candidate is expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The position offers the opportunity to interact with our biomaterials research group, which has strong collaborations with the

faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties, and especially with the McMaster School of Environmental Sciences. Interested candidates should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names and addresses of three references, and a digital email address. Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. Please send the application material to the attention of Dr. Andrew Hyman, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. All other inquiries and applications are referred to any housing, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to providing an environment for faculty and students. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, persons of sexual minorities, and persons with disabilities. Applications will be considered until the position has been filled. For more information about the position, please consult <http://www.chemeng.mcmaster.ca>.

**■ CHEMISTRY** — Brandon University. Applications are invited for a continuing appointment at the Instructional Associate level in the Department of Chemistry, beginning August 1, 2006. Applicants should have a minimum of a B.Sc. (Honors preferred) in Chemistry, with a strong interest and experience in undergraduate laboratory instruction. The successful applicant will be required to teach first year undergraduate laboratory sessions, supervision of graduate students and demonstrators, prepare materials and assist in senior laboratories as required. He/She will also be responsible for the supervision of a chemical laboratory, ordering of supplies, equipment, maintenance of financial records of the Department. The successful applicant will also serve as the Department's representative to the Brandon Board of Education. Appropriate duties as may be assigned. Please send curriculum vitae, transcripts and arrange to have three letters of reference sent to: Dr. Austin Gulliver, Acting Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9. Email: [gulliver@brandonu.ca](mailto:gulliver@brandonu.ca). Deadline for Applications: January 31, 2006 or until position is filled. Rank and Salary: Commensurate with qualifications and responsibilities. In accordance with Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is subject to budgetary approval.



## Faculty of Public Affairs and Management

Carleton's Faculty of Public Affairs and Management was established to meet the changing needs of tomorrow's decision-makers. It provides opportunities for stimulating academic employment in the disciplines of economics, law, and political science and in some of the University's flagship multidisciplinary programs. The Faculty houses the dynamic Sprott School of Business, and a leading Canadian School of Social Work. Our Faculty has a vibrant research culture. Its interdisciplinary emphasis encourages close research co-operation between component units. All of the units in the Faculty of Public Affairs and Management offer teaching opportunities at the undergraduate and graduate levels. The Faculty encourages innovative teaching methods, and rewards teaching excellence.

We currently have tenure-track openings in the following areas:

- Sprott School of Business (7 positions)
- Department of Economics (4 positions)
- Department of Law (3 positions)
- Department of Political Science (2 positions)
- School of Social Work (1 position)

Details of these positions may be found in the individual advertisements in this and upcoming editions of the CAUT Bulletin or by visiting our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 900 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University  
Canada's Capital University

Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)

# RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally-focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## FACULTY OF BUSINESS SHAPING FUTURES ONE AT A TIME

Ryerson's Faculty of Business is the largest undergraduate Business faculty in Canada, offering distinctive Bachelor of Commerce degrees in four Schools - Business Management, Information Technology Management, Hospitality and Tourism Management, and Retail Management. With an emphasis on relevant curriculum and excellence in teaching and research, our Schools continue to demonstrate their commitment to innovation and program quality. We are currently a candidate for accreditation with the Association to Advance Collegiate Schools of Business, and are proposing to launch a new MBA program as well as an MBA in the Management of Technology and Innovation. In 2006, we will move into a new, state-of-the-art building. This prime Bay Street location will reinforce our strong links to the heart of corporate Canada, and support our vision of "shaping futures one at a time", as we graduate the next generation of business leaders. To learn more about our Faculty and Schools, please visit [www.ryerson.ca/fb](http://www.ryerson.ca/fb).

### TENURE-TRACK AND TENURED POSITIONS

To support our projected growth, we invite academic professionals, fluent in oral and written English, to apply for tenure-track and tenured appointments at the rank of Assistant, Associate and Full Professor, effective July 1, 2006 (or as otherwise mutually agreed upon), subject to budgetary approval. In addition, we are seeking applications for the position of Director of MBA Programs. We encourage applicants with strengths in the following subject areas to apply:

- Accounting
- Business Geomatics
- Business Law & Regulation
- Commercial Development/Real Estate
- Digital Media Management
- Finance
- Food & Beverage Management
- Hospitality Management
- Human Resources Management/Organizational Behaviour
- International Business
- IT/IS Management
- Marketing
- Quantitative Methods
- Retail Management
- Service Quality Management
- Strategy, Entrepreneurship & Innovation
- Supply Chain Management & Logistics
- Tourism Management

Tenure-track appointments require a PhD (or near completion) in a related discipline, evidence of superior abilities in teaching, and a plan that will support creating a strong record of scholarly research and publication. Ideally, you bring related professional experience to support our focus on relevant curriculum and education.

For tenured appointments, rank will be commensurate with qualifications, experience and demonstrated excellence in research, teaching and graduate student supervision.

Interested applicants should submit two copies of their curriculum vitae, indicating the desired area(s), the names of three references, a copy of a sample publication, and a brief research plan, by January 15, 2006, to: Dr. Ken Jones, Dean, Faculty of Business, Ryerson University, 350 Victoria Street, Toronto, Ontario, MSB 2K3. Applications will continue to be accepted until the positions are filled. Resumes may be reviewed prior to the deadline, so candidates are encouraged to apply early. Please note that e-mailed applications will not be accepted.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## Join BC's New University

Thompson Rivers University in Kamloops is BC's newest university, created April 1, 2005, with the granting of full university status to the former University College of the Cariboo (UC). The UC was originally founded in 1970 as a community college, the new Thompson Rivers University is built on 35 years of excellence in post-secondary education and training. In addition, Thompson Rivers University has a greatly expanded capacity for distance education after assuming full responsibility of the courses and programs of the British Columbia Open University and Open College.

More than 9,000 students attend TRU, a primarily undergraduate university, to study in one of over 40 degree options or 50 different diploma and certificate programs.

Located in Kamloops, the heart of the BC Southern Interior, TRU's spectacular campus features outstanding student and community facilities, which overlook this growing city of 80,000 residents.



THOMPSON RIVERS  
UNIVERSITY

TRU invites applications

for the following position:

### FACULTY MEMBER

School of Social Work & Human Service  
BSW Field Education Coordinator  
Full-Time, Continuing  
Competition #05-194

For further information about this position visit our website at:  
[www.tru.ca/careers](http://www.tru.ca/careers)

We wish to thank all applicants; however, only those under consideration will be contacted.

[www.tru.ca](http://www.tru.ca)





# CAREERS CARRIÈRES

be appointed at the rank of Assistant Professor, Position Number AMS18. The successful candidate who is scheduled to complete their doctoral dissertation shortly after January 2006 will be offered a term appointment at the rank of Lecturer until their PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the candidate, but there are no lower limits.

Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental curriculum, grant writing, research, a teaching research program, and service-related activities. Applications are welcome from candidates working in all schools of thought ranging from mainstream to heterodox. The University of Manitoba is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application and the requirement that they be able to demonstrate that they have the equivalent of a Ph.D. in Economics. As well, three complete letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Valentina A. Kozicki, Department of Economics, 501 Fitcher Avenue Building, University of Manitoba, Winnipeg, MB, R3T 3S5, Canada; Tel: (204) 474-9274; Fax: (204) 474-7681. The deadline for receipt of applications is July 1, 2006.

Further information concerning the Department and the University may be obtained from <http://www.umanitoba.ca/faculty/arts/economics/>.

Applications are welcome from candidates working in all schools of thought ranging from mainstream to heterodox. The University of Manitoba is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application and the requirement that they be able to demonstrate that they have the equivalent of a Ph.D. in Economics. As well, three complete letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Valentina A. Kozicki, Department of Economics, 501 Fitcher Avenue Building, University of Manitoba, Winnipeg, MB, R3T 3S5, Canada; Tel: (204) 474-9274; Fax: (204) 474-7681. The deadline for receipt of applications is July 1, 2006.

The department is particularly interested in candidates in environmental/resource economics, public finance, industrial organization, and health/education economics. Duties include teaching at the undergraduate and graduate level and research. All qualified candidates are encouraged to apply; however, Canadians should include the candidate's Curriculum Vitae and samples of research. Applications from qualified women and men, including persons with disabilities, and Aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applications should include a letter and curriculum vitae and enclose for three letters of reference to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1, Canada; Tel: (519) 885-1211, ext. 3155; E-mail: [alastair@wlu.ca](mailto:alastair@wlu.ca).

**ECONOMICS (ECONOMETRICS) — WILFRID LAURIER UNIVERSITY**

Applications are invited for two tenure-track appointments commencing July 1, 2006. For one of the appointments rank is open; the other will be at the rank of Assistant Professor level hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they have the equivalent of a Ph.D. in Economics. As well, three complete letters of reference must be received directly from the applicant's referees. Persons with disabilities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application and the requirement that they be able to demonstrate that they have the equivalent of a Ph.D. in Economics. As well, three complete letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Dr. Alastair Robertson at [alastair@wlu.ca](mailto:alastair@wlu.ca).

**ECONOMICS (MACROECONOMICS) — CARLETON UNIVERSITY**

Applications are invited for a tenure-track appointment in Economics, specifically in Macroeconomics, to commence July 1, 2006. The position offers opportunities for interaction with the students in our PhD program. The Department is especially interested in candidates in Economic Theory, Macroeconomics, and good teaching potential. The position should include the candidate's Curriculum Vitae and samples of research. Applications should also request that three letters of reference be sent directly to the Chair of the Department, Dr. Michael J. Petrone. Applications should be submitted by regular mail and not by electronic mail. The competition will remain open until December 10, 2005 or until suitable人选 have been found. Applications sent electronically, or reference letters to Chal. Appointments Committee, Department of Economics, Re: Economics Position, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1A 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Applications and letters of reference must be sent to Dr. Michael J. Petrone at [petrone@carleton.ca](mailto:petrone@carleton.ca).

Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Applications from these groups are encouraged to send their resumes to the appropriate committee.

**EDUCATION/FINE ARTS — BISHOP'S UNIVERSITY**

The School of Education and the Department of Fine Arts of Bishop's University are making available a tenure-track appointment at the rank of assistant professor in Education (1/2 position) and Fine Arts Studio (1/2 position) commencing July 1, 2006. The position is especially interested in candidates in Early Childhood Education, and courses in both disciplines. In Education, these courses may include Educational Psychology, Philosophy of Education, Sociology of Education, and Curriculum Studies. In the Creative Arts, Teaching responsibility within the Fine Arts Department will include a variety of studio courses (including all levels of painting and drawing) as well as in Education Theory and Practice. Overall duties may also include practical supervision of students in Education. Applicants should possess degrees in both Art Education (P.E.) and in Education, with a preference given to candidates with a solid background in teaching at the undergraduate level, preferably in both disciplines, along with a strong record of scholarly publication, activity, and teaching. Licences and exhibitions in English and French would be an asset.

This position is advertised under conditions of equal opportunity employment and non-discriminatory Canadian immigration policies. Priority will be given to Canadian citizens and permanent residents. Applicants should send curriculum vitae, appropriate supporting documentation, a teaching statement, and three letters of reference to Dr. Jonathan Pittman, Vice-Principal Administration, Bishop's University, Lennoxville, QC, J1M 1Z7. For further information contact Prof. C. Beauchamp, Chair, School of Education ([c.beauchamp@ubishops.ca](mailto:c.beauchamp@ubishops.ca)), or Dr. G. Lacombe, Interim Chair, Department of Fine Arts ([dlac@ubishops.ca](mailto:dlac@ubishops.ca)). The deadline for the receipt of applications is April 15, 2006. Applications may be submitted to the above address by January 16, 2006.

**ELECTRICAL & COMPUTER ENGINEERING — UNIVERSITY OF WATERLOO**

The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptions may be made for highly qualified individuals in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, communications, signal processing, imaging, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca/postdocs/applications.html>. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. Applications must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's qualifications, experience, and responsibilities. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 500 graduate students in its research programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computing Science), Mechanical Engineering (offered jointly with the Faculty of Engineering), Biomedical Engineering, Chemical Engineering and Systems Design Engineering, and Nanotechnology Engineering (jointly with the Departments of Chemical and Biological Engineering). It is also top 10 in the area of research and development. The department is a leading research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo are involved in the connectivity with many high-technology companies in the Waterloo area and from the very general intellectual property policy of the University, which vests rights with the university. The University of Waterloo is a dynamic and stimulating place to work and teach. The University has been named the "Best University by reputation in Canada". It is located in the attractive two-university community in the Region of Waterloo (population about 400,000). The city of Waterloo is the third largest city in Ontario, Canada. The city of Waterloo is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research interests and teaching interests, and the names of at least three references to the Faculty Search Coordinator at the online system at <http://ececadm.uwaterloo.ca/DACAP>. Applications will be accepted until the positions are filled, but qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native women and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING — UNIVERSITY OF WATERLOO**

The Department of Electrical and Computer Engineering (ECE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Information. Excellent candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconducting Electronics. Applications will be peer-reviewed and equalizing thresholds will be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca>.

Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. Applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's qualifications, experience, and responsibilities. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, <http://www.ece.uwaterloo.ca>, is part of the Faculty of Engineering, which includes the Faculty of Mathematics, <http://www.math.uwaterloo.ca>, and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about



# University of Prince Edward Island

"A great university should be transformative: for students, for the power of knowledge, for our communities, and for our future. UPEI today IS a great university, and it IS transformative."

— UPEI President Wade MacLauchlan

## The University of Prince Edward Island invites applications for the following positions:

**Dean of Science:** leads a dynamic Faculty comprising departments of Biology, Chemistry, Computer Science & Information Technology, Engineering, Family & Nutritional Sciences, Mathematics & Statistics, and Physics, with affiliated programs in Psychology and Radiography. With 45 full-time faculty members, and approximately 950 students enrolled in Science degree programs, the Dean plays a personal leadership role in the pursuit of educational and research excellence. The Faculty of Science has experienced robust growth in externally funded research in a rich array of fields and major collaborative endeavours, including new investments in facilities and research platforms. UPEI's Faculty of Science is committed to student success, including experience-based learning and special research involvements, and to community leadership. The Dean of Science reports to the President and shares in University-wide leadership as a member of UPEI's Senior Management Group. Learn more: [www.upei.ca/science](http://www.upei.ca/science)

**University Librarian:** leads a 25-person team of professional librarians and support staff, and shares in leadership of a university that is "on the rise"; is committed to student learning and success, has experienced a dynamic increase in research intensity, and fulfills a special community service role as PEI's only university. At UPEI's intellectual crossroads, the Robertson Library serves 4,000 full- and part-time students, 225 full-time faculty members, and a vibrant community committed to excellence in research, education, and service. Learn more: [www.upei.ca/library/](http://www.upei.ca/library/)

**Science Education Specialist:** should hold, or be near to completing, a PhD in education, be a strong teacher and researcher, and have experience in schools. He/she will be expected to teach elementary and secondary BEd students, and supervise practice teaching, with potential for graduate teaching and supervision. Expertise in assessment and evaluation and/or quantitative research methods would be an advantage. Learn more: [www.upei.ca/education](http://www.upei.ca/education)

**Music Education Specialist (tenure track):** will provide leadership in UPEI's Music Education program, and work with teachers to advance music education province-wide. Teaching duties will include Elementary Music Education, Philosophies of Music Education, Teaching Internship, Aural Skills, and courses based on the individual's strengths. Secondary strength(s) in at least one of music theory, composition, music history, and choral conducting would be an asset. Qualifications: Doctorate or ABD preferred, as well as teaching experience at the public school level. Learn more: [www.upei.ca/music](http://www.upei.ca/music)

**Psychology:** up to three positions (two tenure-track). Current teaching needs include courses in the following areas: sensation and perception, vision, physiological psychology, brain and behaviour, drugs and behaviour, holistic psychology, creativity, and research methods. Enthusiasm for courses in statistics and introductory psychology would be considered an asset. Opportunities also exist for the development of advanced special topics courses in the successful candidate's area of specialization. Learn more: [www.upei.ca/psychology](http://www.upei.ca/psychology)

**Medieval Studies (tenure-track):** a cross-appointed Assistant Professor position encompassing history, philosophy, and religious studies. The Faculty of Arts is seeking candidates who can work in original source material and who appreciate being part of an innovative and vibrant interdisciplinary setting. Courses include Medieval History and Renaissance period (including Thomism), and introductory-level philosophy of Plato and Aristotle. Learn more: [www.upei.ca/arts](http://www.upei.ca/arts)

For complete job descriptions, see [www.upei.ca/humanres/academic.html](http://www.upei.ca/humanres/academic.html)

Please note that all positions are subject to final budgetary approval. Salary and rank are dependent on qualifications and experience. Candidates must submit a letter of application, curriculum vitae, statement of teaching experience, and statement of teaching philosophy, and arrange to have three letters of reference forwarded to Human Resources. Deadline for applications is January 31, 2006, or until positions are filled. All positions begin July 1, 2006.



Applications should be sent by standard mail or courier to:  
Human Resources  
University of Prince Edward Island  
550 University Avenue  
Charlottetown, PE C1A 4P3

The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority."

[www.upei.ca](http://www.upei.ca)



# CAREERS CARRIÈRES

## Tenure-Track Faculty Positions

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, individual attention to learners and distinctive programs in the liberal arts, sciences, education and professional fields attract outstanding faculty, staff and students from across Canada and abroad. Founded on a commitment to the education of women, MSVU builds on this heritage to create an intellectual and social climate that promotes gender equity, inclusiveness and diversity.

Along with strategic academic directions including academic excellence, internationalization and facilitating technological innovation, MSVU strives to be in the vanguard of distributed learning course offerings and delivery modes. Distance learning courses are offered to students in Canada and around the world via televised and web-based course offerings.

MSVU is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2006 in the areas listed below. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

### **Business Administration and Tourism and Hospitality Development (2 positions)**

The Department offers a Bachelor of Business Administration (majors in accounting, management, marketing and finance) and a Bachelor of Tourism and Hospitality Management (specializations in tourism development and in hospitality management). Co-operative Education is an option for students in Business and required for all students in Tourism and Hospitality Management. Both degrees are offered on-campus and via distance technologies and the Department offers programs through a number of international partnerships including one to offer graduate tourism courses as part of the Heriot-Watt University MBA. Existing faculty bring expertise from professional and academic backgrounds and have a range of research interests including women in business, entrepreneurship and the effects of demographic trends on housing, accommodation and travel demands. Successful candidates will find current faculty interested in collaborative research.

### **Business Administration: Management**

The preferred candidate will have expertise in the area of operations management and also be able to teach courses in organizational behaviour or communications management.

### **Tourism and Hospitality Development: Hospitality Management**

The preferred candidate will have expertise in food and beverage management and be able to teach courses in facilities management or communications management. A candidate with the requisite academic credentials and professional expertise in the industry is particularly welcome.

Chair: Prof. Ann MacGillivray (ann.macgillivray@msvu.ca)

### **Public Relations**

The Department of Public Relations offers an integrated undergraduate degree with co-operative education. The Department will celebrate its 25th anniversary in 2006 and over the past quarter century has established a nationwide reputation for the excellence of its program and its graduates. Current faculty come from both professional and academic backgrounds, and have a wide variety of research interests including rhetorical criticism and rhetorical ethics, professional ethics, organizational language and power, influences on media representations, semiotics and literary criticism.

The Department plans to launch a Master's degree in Fall 2006, and is especially interested in candidates with a teaching repertoire that includes research methods, management studies, communications management and/or writing, as they relate to the field of public relations. Candidates with a PhD in a relevant discipline and professional experience in the field are particularly welcome.

Chair: Prof. Trudie Richards (trudie.richards@msvu.ca)

- Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the appropriate Department Chair by e-mail or mail to their attention to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on January 9, 2006. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.



# CAREERS CARRIÈRES

**■ FRANÇAIS — Université de Victoria.** Le Département de français de l'Université de Victoria sollicite des candidatures pour le poste de directeur/trice de département, se déroulant à partir du 1er juillet 2006. L'Université de Victoria, classée parmi les meilleures 100 universités canadiennes dans la catégorie des 100 000 étudiants aux niveaux gradués et postgradués, dans la Faculté des Humanités, qui comprend des départements, se donne pour mission de favoriser l'esprit critique dans l'analyse et la compréhension de la culture, de la société et de l'environnement. Les objectifs de recherche et de transmission de la recherche et d'enthousiasme pour l'enseignement sont au cœur de ce mandat. Les qualités membres proposées du département doivent être une connaissance approfondie et en enseignement qui recouvre les littératures de France, du Québec et de la francophonie, ainsi que les études culturelles. Des candidats ayant les qualifications nécessaires encouragent à poser sa candidature. Dependant, la priorité sera accordée aux candidatures de citoyens canadiens et de résidents permanents, conformément aux exigences présentes en matière d'immigration au Canada.

**■ FRANÇAIS — University of Waterloo.** Department of French at the University of Waterloo seeks candidates for the position of Chair of the Department, effective July 1, 2006. The University, composed of one of Canada's largest research universities, serves more than 45,000 students graduate and undergraduate, in a wide range of faculties. Composed of ten departments, the Faculty of Humanities is committed to the study of culture, society, thought, politics and society as they develop in time. Rigorous and comprehensive research accompanied by passionate teaching are at the core of its mandate. The fourteen permanent faculty members in the Department of French have wide-ranging research and teaching interests in French, Quebec,

pour un mandat de cinq ans. Il n'est pas impératif que le/la candidat/e ait déjà occupé les fonctions de directeur/trice, mais une grande expérience dans ce domaine est requise. Précise de faire parvenir une lettre de présentation, un CV et les noms de trois répondants avant le 20 juillet 2005 à l'attention des directeurs de recherche, Dr. Andrew Rippon, Dean, Faculty of Humanities, P.O. Box 3045 STN CSC, University of Victoria, Victoria, BC, V8W 3P6. Phone: (250) 472-4677; Fax: (250) 721-7050. L'Université de Victoria respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes de diverses communautés ethniques et culturelles, de personnes d'origine autochtone, de personnes de toutes orientations sexuelles, ainsi que de toute autre personne susceptible d'être à la discrimination. Toute personne ayant des questions ou ayant les qualifications nécessaires encourager à poser sa candidature. Dependant, la priorité sera accordée aux candidatures de citoyens canadiens et de résidents permanents, conformément aux exigences présentes en matière d'immigration au Canada.

**■ FRANÇAIS — University of Waterloo.** Department of French at the University of Waterloo seeks candidates for the position of Chair of the Department, effective July 1, 2006. The University, composed of one of Canada's largest research universities, serves more than 45,000 students graduate and undergraduate, in a wide range of faculties. Composed of ten departments, the Faculty of Humanities is committed to the study of culture, society, thought, politics and society as they develop in time. Rigorous and comprehensive research accompanied by passionate teaching are at the core of its mandate. The fourteen permanent faculty members in the Department of French have wide-ranging research and teaching interests in French, Quebec,

French-Canadian, African and Caribbean literatures, culture and cinema, as well as linguistics and applied linguistics. More information on the department and its BA and MA programs is available at its website [www.uwaterloo.ca/french](http://www.uwaterloo.ca/french). The department seeks a candidate with extensive teaching and research experience in both French and English and an excellent record in teaching and research to provide leadership to a dynamic department undergoing a process of significant growth. The successful candidate will be responsible for administering the teaching, scholarly, and collegial activities of the department within a consultative structure. The Chair reports to the Dean of the Faculty of Humanities and represents the department to the university and to the external community. The successful candidate will be appointed to the Department of French, rank of Associate Professor. Professors will receive an administrative term of five years. Although applicants need not have served as a department chair, they should have demonstrated administrative and teaching experience. Applications should include the names and addresses of three referees, a curriculum vitae and a letter of interest, and a statement of purpose for July 1, 2006. They should be addressed to Dr. Andrew Rippon, Dean, Faculty of Humanities, P.O. Box 3045 STN CSC, University of Victoria, Victoria, BC, V8W 3P6. Phone: (250) 472-4677; Fax: (250) 721-7050. E-mail: [arippon@uwaterloo.ca](mailto:arippon@uwaterloo.ca). The University of Victoria is an employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

**■ FRENCH — Saint Mary's University.** The Department of Modern Languages and Classics, Saint Mary's University invites applications for a tenure-track appointment in French at the rank of Assistant Professor starting July 1, 2006. The Department is seeking a candidate with a strong profile in FSL (French Second Language) and a demonstrated record of effectiveness in undergraduate language teaching at all levels. The successful candidate will be expected to demonstrate research interests in one or more of the following: applied linguistics, CALL, and curriculum development. The candidate will also be required to coordinate French-language courses. Applications should hold a PhD or near completion of the degree, possess native or near-native fluency in French and be familiar with French culture and its literature. The successful candidate will be appointed to the Department of French, rank of Associate Professor. Professors will receive an administrative term of five years. Although applicants need not have served as a department chair, they should have demonstrated administrative and teaching experience. Applications should include the names and addresses of three referees, a curriculum vitae and a letter of interest, and a statement of purpose for July 1, 2006. They should be addressed to Dr. George Narebsky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 2W5. Phone: (902) 420-5360; Fax: (902) 420-5362; Email: [g.narebsky@smu.ca](mailto:g.narebsky@smu.ca). The closing date for applications is December 19, 2005. Although candidates of all nationalities are encouraged to apply, Canadian immigrants are particularly invited to apply. Preference will be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, women with disabilities, visible minorities, and people with disabilities. Visit our web site at <http://www.smu.ca>.

**■ FRENCH — Carleton University.** The Department of French at Carleton University invites applications for a tenure-track appointment at the rank of Assistant Professor starting July 1, 2006. A PhD and significant evidence of ability in research and teaching are required. Candidates should have a demonstrated record in fields: modern French literature and translation studies (theory and practice). Candidates with a demonstrated expertise in migration studies and/or gender studies are particularly encouraged to apply. The successful candidate will be expected to teach in the undergraduate and graduate programs, supervise graduate students and develop a program of research leading to significant peer-reviewed publications, grants, and contracts. A commitment and a multimedia approach in the classroom will be considered an asset. This appointment will be subject to budgetary approval and hiring date. Applications are due by February 1, 2006. Candidates are invited to send a curriculum vitae, with cover letter and teaching dossier (including a description of teaching philosophy, course evaluations, and a brief sample course description), a statement of research interests, as well as the names and addresses of three referees to Dr. Charles Durost, Chair, Department of French, Carleton University, 125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada (Fax: 613-520-2149).

## UNIVERSITY OF WATERLOO

### TENURE-TRACK FACULTY POSITIONS SCHOOL OF ARCHITECTURE

The University of Waterloo School of Architecture invites applications for four tenure track faculty positions commencing on January 1, or May 1, 2006. The School offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The undergraduate portion of the programme also requires twenty months of cooperative work term experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Cultural literacy, environmental stewardship and technological innovation are central to a programme that addresses local, national and international issues through research and experimentation.

The School has recently relocated from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides open, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musagetes Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, Café and fitness facility. The School has run an international study in Rome for 25 years. Virtually every fourth year student participates in this award-winning programme. (please see [www.uwpr.org](http://www.uwpr.org)). We also maintain close connections with architectural and design offices around the world that employ coop students, and with professional organizations and individuals in related disciplines. The community of 320 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part-time faculty works in a spirit of fellowship and collaboration. The building and the School are integrated in the life and fabric of the local community.

Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site ([www.architecture.uwaterloo.ca](http://www.architecture.uwaterloo.ca)) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School.

#### ■ ARCHITECTURAL DESIGN (2 Positions)

The successful applicants will teach in Design Studios at the Graduate and Undergraduate levels, teach in one or more of the other three theme areas (Cultural History, Environment or Technology) and supervise graduate student research. This versatility is essential since the school teaches a full design studio starting in first year, through to the Master's programme. Hence a record of innovative design teaching at the university level is essential. We look to one of the successful candidates to have a particular interest in introductory design. We seek candidates with expertise in professional practice, and/or sustainable design, and/or urban design, and/or digital technology. All design faculty must have a record of significant achievement in university teaching and scholarship or creative design activity. Applicants must possess a professional degree in Architecture and an advanced degree or equivalent experience.

#### ■ STRUCTURAL DESIGN & CONSTRUCTION (1 Position)

The successful applicant will teach courses in Structural Design and Building Construction at the Graduate and Undergraduate levels, teach in another of the theme areas of Design, Environment or Cultural History and supervise graduate students. The holder of this position will carry on a programme of innovative scholarly work, assist in the development of the overall research enterprise in design and technology in the School of Architecture and pursue possible collaborations with researchers in other departments in the Faculty of Engineering. Applicants should possess a doctorate and a record of successful teaching in a school of architecture. We require a high degree of versatility since Waterloo is a school in which the discussion of architectural issues is broad and inclusive. We do not operate as separate disciplines, hence synthetic imagination and a background in interdisciplinary activity is absolutely essential. We look to the successful applicant to develop curriculum, forge links with external professional, academic and industrial organizations and increase the level of funding for graduate students and research in the School.

#### ■ CULTURAL HISTORY (1 Position)

The Cultural History stream is one of the hallmarks of the School of Architecture at Waterloo. Cultural literacy and critical discourse sustain the life and spirit of the institution. The Cultural History course extends through the entire Undergraduate Programme and supports the quality of research and writing at the Graduate level. The successful applicant will have a doctorate in an area of cultural studies in the period from late antiquity to the Enlightenment and a demonstrated interest and expertise in architecture. In teaching at the Undergraduate and Graduate level, it is of the utmost importance that the candidate be capable of linking diverse modes of human artistic expression and thought. A record of accomplishment in scholarship and teaching at the university level is required.

The Search Committee will begin to consider applications on November 1, 2005. Please submit a letter of application, a full curriculum vitae and names and contact information of three referees to Professor Eric Haldenby, Director, preferably by e-mail: [ehaldenby@uwaterloo.ca](mailto:ehaldenby@uwaterloo.ca) or by post at University of Waterloo, School of Architecture, 7 Melville Street South, Waterloo, Ontario, Canada N2L 2H4.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, native peoples, and persons with disabilities.



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Dean of Augustana Faculty

The Augustana Faculty of the University of Alberta invites applications and nominations for the position of Dean of Augustana Faculty. Located in Camrose and Edmonton, Alberta, Canada, the University of Alberta is recognized nationally and internationally for educational and research pre-eminence, offering a very broad range of outstanding programs through a comprehensive set of faculties and schools. For more information about the University of Alberta go to [www.ualberta.ca](http://www.ualberta.ca).

Established in 1910 by Norwegian settlers under the name Camrose Lutheran College, Augustana Faculty of the University of Alberta builds on an excellent reputation for high-quality teaching in a friendly, caring, residence-based setting, providing a distinctive small-campus undergraduate experience within one of Canada's leading universities. Augustana Faculty remains mindful of its heritage, open to a diversity of perspectives and backgrounds, and responsive to the rural region in which it is located. Serving approximately 1100 students and supported by more than 50 full-time teaching staff and 150 support staff, Augustana Faculty is located in Camrose, Alberta, a city of about 16,000, approximately one hour's drive southeast of Edmonton.

Augustana Faculty offers challenging, innovative undergraduate degree programs in Arts, Sciences, Management and Music. A dedicated commitment to excellence in these areas of study, coupled with an emphasis on experiential learning in international and wilderness environments, makes Augustana Faculty one of a select number of elite liberal arts and science faculties in North America.



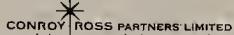
For more information go to [www.augustana.ca](http://www.augustana.ca)

The Dean of Augustana Faculty is responsible to the Provost and Vice-President (Academic) for all activities of the Faculty, including the supervision and administration of the budget. The Dean is an experienced administrator and a respected and innovative leader, with demonstrated excellence in teaching. The Dean is a civic leader who builds strong relationships with the Camrose community. The Dean provides a vision for the Faculty that reflects excellence in the context of a classic liberal arts and science education. The successful candidate will possess an earned doctorate with a demonstrated record of achievement in a field of research that enhances the activities of the Faculty, and substantial experience in fundraising and community relations.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees should be submitted in confidence to:

Conroy Ross Partners Limited  
1650 10303 Jasper Avenue  
Edmonton Alberta T5J 3N6  
Fax: (780) 432-5936  
Email: [mail@conroyross.com](mailto:mail@conroyross.com)  
[www.conroyross.com](http://www.conroyross.com)  
Reference Job # 1451

The Committee welcomes applications at any time and expects to begin considering candidates in December 2005. Consideration will continue until the position is filled. The appointment will take effect on July 1, 2006 or as soon as possible thereafter.



The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



BUILDING A TALENT TRUST

# CAREERS CARRIÈRES

approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.csu.ca/vacancies/Faculty\\_Opinions/Collection/Notice.html](http://www.csu.ca/vacancies/Faculty_Opinions/Collection/Notice.html).

**GEOGRAPHY** — University of Toronto. The Department of Geography and Program in Planning at the University of Toronto invites applicants for a tenure-track appointment in the field of Human Geography. The department is seeking candidates with expertise in one or more of the geographies of migration and urbanization. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2006. Salary to be commensurate with qualifications and experience. The appointee would be expected to contribute to undergraduate teaching and supervision and undergraduate teaching. The successful candidate will be expected to have developed an interest in research and to have an extensive funded research program. The successful candidate must have a PhD in geography or a closely related discipline, as well as an established record of excellence in scholarly research and publication, and a demonstrated commitment to excellence in teaching. Additional information on the Department can be obtained through the Web site: <http://www.geog.utoronto.ca/>. Please send resume to Professor Joseph R. Deslaurier, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching. Interested candidates should also ask their referees to write letters directly to Professor Deslaurier. Materials must be received by January 10, 2006 (no e-mail applications will be accepted).

The University of Toronto is an equal opportunity employer within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, cultural, gender, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**GEOGRAPHY** — The University of Winnipeg. The Department of Geography invites applications for a tenure-track Assistant Professor in Human Geography at the Assistant Professor level. The successful candidate will be required to teach undergraduate courses in Introductory Human Geography, Political Geography, Geopolitical Issues in the Developing World, Globalization, and Economic Geography. An ability to develop future courses in the areas of regional planning, environmental management, and tourism will be an asset. Applicants must hold a PhD or be nearing completion and have proven excellence in teaching. Subject to budgetary approval, the effective date of appointment will be no later than January 1, 2006. The closing date for the application is January 15, 2006. Applications, including a complete curriculum vitae and the names of three referees, should be sent to Dr. Wayne M. Duguid, Department of Geography, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9. The University of Winnipeg is committed to employment equity and welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

**GEOPHYSICS SCIENCE** — University of Manitoba. The Department of Geological Sciences at the University of Manitoba invites applications for a full-time tenure-track faculty position in stable isotope geochemistry at the rank of Assistant Professor. The position is to be filled as soon as possible, January 1, 2006 or as soon thereafter as is mutually agreeable. Minimum qualifications are a PhD in Geology and evidence of strong research potential in stable isotope geochemistry. The ideal candidate will have experience in stable isotope geochemistry and analysis; complementary experience in geochemistry, mineralogy, petrology or mineral deposit would be considered an asset. The successful candidate will be expected to teach geochemistry and other undergraduate and graduate courses in geochemistry and to develop an independent research program. Our Department has a well-established research program in mineralogy, geochemistry, sedimentology and lithospheric geophysics. It has world-class analytical facilities including laser ablation ICP-MS, EMP, ESR, and a resolution XRD on four-axis diffractometers. The Department is part of the Clayton H. Riddell Faculty of Environment, Earth, and Resources which is responsible for teaching, research, and community engagement in the area of Earth environment sustainability and development and resources. Further information about the Department and University of Manitoba can be obtained from <http://www.umanitoba.ca>. Winnipeg is a cosmopolitan city with a population of 650,000. The city offers all the facilities of a major city but with the atmosphere of a small friendly town. Winnipeg provides a high quality life in a relatively safe environment and offers access to some of the most beautiful lake and recreational facilities in North America. In addition, Winnipeg is a great place to live among many cities in Canada. Learn more about Winnipeg at <http://www.winnipeg.ca>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians

and permanent residents will be given priority. Applicants should send a curriculum vitae, a summary of teaching philosophy, interests and experience; a summary of research interests; a description of proposed research interests; and a statement of research interests. No later than December 1, 2005 refer to: Dr. Ning-Chow, Head, Department of Geological Sciences, University of Manitoba, Winnipeg, MB, R3T 2Z2; Tel: 204-474-9371; Fax: 204-474-7623; nchow@umanitoba.ca. Please include number MA248 in the application. Closing date for applications is January 9, 2006. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act.

**GEOPHYSICS** — Tongji University. Associate professor or professor. Position available in Seismology. The School of Ocean & Earth Science (SOES) at Tongji University, Shanghai, China, has multiple openings in its Global Seismology and Geodynamics Program, where the working language is English. The School of Ocean & Earth Science (SOES) of the University of Geological Survey of Canada, we operate a broadband seismic network in NE China to complement the existing Chinese broad-band seismic network. We are looking for highly motivated individuals with a PhD in observational and/or theoretical aspects of earthquake seismology. Researchers are invited to submit applications. The SOES has multiple openings in geological and geophysical methods of seismic wave propagation are strongly encouraged to apply. Effective communication in English, oral and written, is highly desired. The successful candidate will be able to demonstrate a track record in significant and original research. Shanghai is a modern university city, with a sizeable international student community. Year round cultural performances and art exhibits, SOES, a federally designated key research center, is located outside the downtown core. It has active research col-

laborations in Earth Sciences with universities in Europe and Australia. For inquiries to the China Office of the Integrated Ocean Drilling Program, Recommandé/Bénéfice package will be competitive. Application packages should include a CV, statement of research interests, names and contact information of three references. Interested persons should send their applications immediately to Professor Kui-Yang Li at [kyl@tongji.edu.cn](mailto:kyl@tongji.edu.cn).

**GESTION** — Université McGill. La faculté de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint(e) et de professeur titulaire/adjoint(e) dans les domaines suivants: pour les termes limités de professeur adjoint(e) (catégorie spécialisée) et de professeur invité dans les domaines de la comptabilité, finance, gestion générale, gestion de l'entreprise, marketing et de la logistique. Les candidats doivent avoir une expérience des organisations, ainsi que de l'administration et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont obtenu une licence en recherche et qu'une bonne expérience de l'enseignement. Les candidats doivent porter une attestation de poste de professeur adjoint qui indique qu'il est titulaire d'un doctorat en administration ou en sciences commerciales. Salaires et échelles sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion offre également 70 postes à plein temps et offre des postes à mi-temps dans le secteur en commerce, de MBA et de PhD. Pour parvenir votre candidature, ainsi que trois lettres de références et diplômes (comme diplôme de Vice-décanat ou de conseiller administratif), veuillez envoyer à: Dr. James Lund, Dean's Faculty of Dentistry, McGill University, 3640 University Street, Room M/21, Montreal, Quebec, Canada, H3A 2B5; fax: 514-398-4000; or 514-398-4001; fax: 514-398-6500. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**HISTOIRE** — Université d'Ottawa. Le Département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur adjoint(e) à plein temps pour deux ans en histoire du Canada au XXe siècle. Le champ de spécialisation est ouvert. Entrée en fonction: 1er juillet 2006. Préférence sera accordée aux candidats possédant le doctorat, ainsi qu'à ceux qui ont l'expérience d'enseigner à l'université. Le poste de travail enseignera en anglais. Rang: Professeur adjoint. Salaire: selon la convention collective.

Prise de faire parvenir son curriculum vitae et trois lettres de recommandation confidentielles au Directeur, Département d'histoire, Université d'Ottawa, Ottawa, Ontario K1N 6N5. Date limite: 1er mars 2006. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. Université d'Ottawa a une politique d'équité en matière d'embauche.

**HISTOIRE** — University of Ottawa. The Department of History at Saint Mary's University invites applications for a two-year limited term appointment in the History of Canada in the 20th century. Area of specialization: Canadian history after 1945. Requirements: PhD publications and teaching experience preferred. The candidate will be required to teach in English. Rank: Assistant professor. A successful candidate will be offered an appointment in Dentistry with the possibility of a cross-appointment in an appropriate department in one of the other faculties. Candidates must establish an independent research program in basic and/or clinical sciences, with emphasis on pain mechanisms and symptomatology, and to teach at graduate and undergraduate levels. Successful candidates must include a cover letter, a curriculum vitae, a short statement of research interests and names and e-mail addresses of three referees. Send applications to: Dr. James Lund, Dean's Faculty of Dentistry, McGill University, 3640 University Street, Room M/21, Montreal, Quebec, Canada, H3A 2B5; fax: 514-398-4000; or 514-398-4001; fax: 514-398-6500. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**HISTOIRE** — Université d'Ottawa. Le Département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur adjoint(e) à plein temps pour deux ans en histoire du Canada au XXe siècle. Le champ de spécialisation est ouvert. Entrée en fonction: 1er juillet 2006. Préférence sera accordée aux candidats possédant le doctorat, ainsi qu'à ceux qui ont l'expérience d'enseigner à l'université. Le poste de travail enseignera en anglais. Rang: Professeur adjoint. Salaire: selon la convention collective.

philosophy of Plato and Aristotle. We will begin reviewing applications on March 1, 2006 and will continue until the position is filled. Applicants should submit a letter of application, a curriculum vitae, a statement of research and teaching, and three letters of recommendation to: Dr. Richard Kurz, Dean's Faculty of Arts, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI C1A 4P3, Canada. Closing date: February 28, 2006.

**HISTORY** — Saint Mary's University. The Department of History at Saint Mary's University invites applications for a two-year term appointment at the assistant professor level in Modern Asian History. We are particularly interested in applicants whose research interests focus on either East or South East Asia in the area of imperialism and/or decolonization. The successful candidate will be joining a department with a vibrant research culture whose faculty, graduate students, and recent Ph.D. fellows have made contributions to historical scholarship in a wide range of areas. We also provide vital support for the university's international interdisciplinary program, including Asia Studies, International Development Studies, Atlantic Canada Studies, Irish Studies and Women's Studies, and enjoy a close relationship with the music department. Applications received by the Public History component within our program. For further information visit our website: <http://www.smuc.ca/academics/history/>. Faculty of Arts welcomes applications from anyone who can contribute to our initiatives. The appointment will commence on July 1, 2006, subject to budgetary approval. Applicants must have a completed PhD, teaching experience, and demonstrated considerable preparation in research and scholarly publication. Applicants should send a letter of application, a CV, evidence of teaching ability, contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University.



UNIVERSITY OF  
ALBERTA  
EDMONTON, ALBERTA, CANADA

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

The University of Alberta's new Augustana Faculty has embarked on a dynamic, multi-year program of renewal and growth. It expects to make at least three appointments at the rank of Assistant Professor, commencing July 1, 2006, for which it invites applications in the disciplines indicated below.

The Augustana Faculty teaches more than 1000 students in baccalaureate degree programs on a picturesque residential campus in the city of Camrose, 90 km southeast of Edmonton. After a long educational history, including two decades as an independent, degree-granting university college, Augustana was incorporated into the University of Alberta in July 2004. The Faculty is committed to building on its reputation for rigorous, highly qualitative teaching in the tradition of the liberal arts and sciences, and, in doing so, providing a distinctive undergraduate environment, participate actively in a collegial culture of inquiry and public engagement, and flourish as researchers in an undergraduate, interdisciplinary, and rural location.

For all positions, the ability to contribute to areas of interdisciplinary strength and interest for the Faculty will be an asset. Those areas include environmental studies, international development studies, rural and northern studies, and women's studies.

For information about Augustana and particular programs, please consult the Faculty webpage at [www.augustana.ca](http://www.augustana.ca). Inquiries concerning any of the positions in this advertisement should be directed to the Chair of the relevant department.

## Art (Studio)

This position requires a generalist with an MFA in a studio discipline (or equivalent) to teach a broad range of studio practices for an art program within a liberal arts degree program. This program concentrates on traditional practices within a contemporary milieu. Foundation studies will form the core of this position but it will also include introductory and senior courses in drawing, painting, sculpture and digital media. Applicants should also have an active studio practice in one of the aforementioned areas. Familiarity with aesthetics, theory, history and contemporary art would be an asset. Chair: Keith Harder, Fine Arts ([keith.harder@ualberta.ca](mailto:keith.harder@ualberta.ca)).

## Biology

The successful candidate will have a Ph.D. in either Microbiology or Molecular Biology and will be expected to teach courses in both areas. Applicants should be interested in helping to build a student-friendly, teaching-oriented Biology program that also recognizes the value of research. Chair: Dr. Neil Haave, Scienca ([neil.haave@ualberta.ca](mailto:neil.haave@ualberta.ca)).

## Economics/Management

This position involves teaching in both the Economics and Management programs. While any area of specialization will be considered, preference will be given to applicants whose teaching interests include Industrial Organization and Public Finance, and who can contribute to the development of a relatively new Management program. Applicants should possess a Ph.D. in Economics, Finance or Business, or be near completion of that degree. An additional full-time, term-limited appointment in Management is also being contemplated. Chair: Dr. Jeremy Mouat, Social Sciences ([jeremy.mouat@ualberta.ca](mailto:jeremy.mouat@ualberta.ca)).

## Environmental Science/Studies

The successful candidate will contribute to two proposed interdisciplinary programs, a B.Sc. in Environmental Science and a B.A. in Environmental Studies. Applicants should be able to teach GIS, statistics, and senior courses in a specialty area. Ability to teach related environmental courses (e.g., resource management, freshwater systems, field methods, history, or optics) would be an asset. Applicants should possess or be near completion of a Ph.D. in Environmental Science/Studies, Geography or related field. Chair: Dr. Neil Haave, Science ([neil.haave@ualberta.ca](mailto:neil.haave@ualberta.ca)).

## Music

The successful candidate will teach in two of the following three areas: music history, music theory and ethnomusicology. Opportunities for teaching in music composition, women's studies and interdisciplinary studies may also be available. Applicants should have expertise and interest in introducing students to a variety of music (classical, popular, world) and contemporary critical perspectives. A completed Ph.D. or equivalent is the minimum academic qualification. Chair: Keith Harder, Fine Arts ([keith.harder@ualberta.ca](mailto:keith.harder@ualberta.ca)).

## Philosophy

The successful candidate will become the fourth member of a new degree program in Philosophy and Religion. Applicants should have expertise in at least one area of the history of philosophy and be competent to teach a variety of undergraduate classes, including introductory courses and critical thinking. The ability to teach a course in Philosophy and the Environment will be an asset. Applicants should possess or be near completion of a Ph.D. Chair: Dr. Paul Harland, Humanities ([paul.harland@ualberta.ca](mailto:paul.harland@ualberta.ca))

## Physical Education

The successful candidate will teach in the area of exercise sciences as one of five faculty members in a Physical Education degree program that covers two streams: Kinesiology and Sport Studies, and Outdoor Education. Candidates should have expertise in at least two areas of exercise sciences and be competent to teach a variety of undergraduate classes such as human anatomy, exercise physiology, advanced training methodologies, biomechanics, and human physiology. A research interest in the area of fitness and aging will be an asset. Applicants should possess or be near completion of a Ph.D. Chair: Yvonne Becker, Physical Education ([yvonne.becker@ualberta.ca](mailto:yvonne.becker@ualberta.ca)).

All appointments will be made at the rank of Assistant Professor. The current salary scale begins at \$53,580; the benefit package is comprehensive.

Applicants should submit curriculum vitae, including evidence of successful teaching and samples of scholarly work, and arrange to have transcripts and three confidential letters of reference sent to:

Roger Epp  
Dean (Acting)  
Augustana Faculty  
University of Alberta  
4901-46 Avenue  
Camrose, AB, T4V 2R3.  
Email: [Roger.Epp@ualberta.ca](mailto:Roger.Epp@ualberta.ca)

Consideration of applications will begin as early as January 4, 2006.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



# CAREERS CARRIÈRES

**JOURNALISM (RAQIO) — The University of Western Ontario invites applications for a full-time, Limited Term appointment to the rank of either an Assistant Professor or to the term of up to three years. Deadline for receipt of applications: January 15, 2006 or until position is filled. The position begins July 1, 2006. Salary will be commensurate with experience, performance, qualifications and expertise. Application and interview process will be conducted in accordance with the Collective Agreement. In this position, you will teach the equivalent of six half courses per year, including your involvement in both one-on-one engagement with students in practical workshop environments as well as delivering lectures on wide-ranging aspects of media theory and practice of radio journalism. You will also be expected to contribute work and other services within the Faculty but are not expected to engage in research and scholarly publication. Minimum requirements for this position are: a demonstrated record of success only at the university level and a Master's degree or equivalent professional experience. A very strong record of professional experience in radio journalism, including both news gathering and documentary production, is essential. Experience in online or new media journalism is a desirable asset. The successful candidate will teach in the Media Studies program, which includes a broad range of courses with the primary focus on critical analysis of journalism, especially in the radio area of specialization. The successful candidate will also have the ability to teach in the Journalism program. In addition, Information and Technology, The Faculty of Information and Media Studies is a dynamic unit comprised of some 40 full-time faculty members and about 18 non-academic staff. The faculty is committed to the advancement of knowledge about media, communications and information technologies. It currently offers an undergraduate program in Media, Information and Technologies with an enrollment of about 700 students, as well as an MA in Journalism, a Master's and Doctoral program in Library and Information Science, and an MA/PhD in Media Studies. Descriptions of our courses are available at <http://www.uwo.ca>. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students and is located in Waterloo, Ontario, about 100 km west of Toronto. Applications are invited to send a curriculum vitae, samples of journalistic work, three names and contact information of references, and a cover letter outlining their interest in the position by January 15, 2006 to: Dr. Gloria Leclerc, Acting Dean, Faculty of Information and Media Studies, 223 North Campus Building, The University of Western Ontario, London, ON, Canada N6A 5B7.**

Phone: (519) 885-1542; Fax: (519) 885-5820. Positions are subject to budget approval. Applicants should have written and oral communication skills in English. All qualified candidates are encouraged to apply. Women and visible minorities are particularly welcome. Applications from Aboriginal people and persons with disabilities will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## K

**KINESIOLOGY — University of Waterloo:** The Department of Kinesiology at the University of Waterloo invites applications at all levels of tenure, including Professors, in the areas of Motor Control and Movement Neuroscience. Successful candidates are expected to have a strong portfolio of scholarly research, publications, professional and teaching experience, and potential for advancing a personal research program. Candidates will have the opportunity to work with multidisciplinary teams engaged in research on health promotion and prevention. Research interests may include, but are not limited to, exercise and movement science, motor control and movement neuroscience. The ideal candidate will have a recognized expertise in motor control and be capable of teaching at the undergraduate level in areas such as biochemistry, metabolism, and muscle physiology, and graduate level topics including motor control, exercise physiology, genetic basis of motor control, or the dependence of health on life-style determinants. This Department of Kinesiology is an interdisciplinary department that is building a broad range of expertise and is committed to research, teaching, and promotion in motor control and movement health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity and inactivity. The department offers BSc, MSc, and PhD degrees in Kinesiology. Further information about the department can be found at [www.uwaterloo.ca/kin/home.html](http://www.uwaterloo.ca/kin/home.html). Interested candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**KINESIOLOGY — The University of Western Ontario:** Applications are invited for a probationary tenure-track position at the Assistant Professor level in Motor Control. Candidates must hold a PhD. The successful candidate will be responsible for sustaining a funded research program, teaching under graduate and graduate courses related to motor control and providing service to relevant university and community activities. The School of Kinesiology is a well-established and renowned leader in the field with specialized programs at the undergraduate, masters and doctoral levels. The school is home to a number of specialized research and training centers including: the International Center for Olympic Studies; the Provincial Institute for Medical Rehabilitation; and the Exercise & Pregnancy Laboratory. In addition to the School's many research centers, numerous options for collaboration exist with the Faculty of Kinesiology and the University of Western Ontario. For more information on the School of Kinesiology and the Faculty of Health Sciences is available at [www.uwo.ca/fhs](http://www.uwo.ca/fhs). Candidates must demonstrate a commitment to teaching, research, and service. Knowledge of control theories and strong quantitative skills in methodologies typically used in motor control research. This knowledge and skill will be evaluated in a record of scholarly publications. Canadian citizens should provide evidence of an interest in collaborative research. Assets for the job would include: a) evidence of experience and skill in teaching, b) knowledge of both normal and abnormal

motor control, c) a lifespan perspective on motor control, d) research control issues, e) held grant support, and f) experience supervising graduate students. The successful candidate will split her/his teaching load equally between Kinesiology and the Bachelor of Education Program in the Exercise & Pregnancy Laboratory. In addition to the School's many research centers, numerous options for collaboration exist with the Faculty of Kinesiology and the University of Western Ontario. For more information on the School of Kinesiology and the Faculty of Health Sciences is available at [www.uwo.ca/fhs](http://www.uwo.ca/fhs). Candidates must demonstrate a commitment to teaching, research, and service. Knowledge of control theories and strong quantitative skills in methodologies typically used in motor control research. This knowledge and skill will be evaluated in a record of scholarly publications. Canadian citizens should provide evidence of an interest in collaborative research. Assets for the job would include: a) evidence of experience and skill in teaching, b) knowledge of both normal and abnormal

motor control, c) a lifespan perspective on motor control issues, d) held grant support, and e) experience supervising graduate students. The successful candidate will split her/his teaching load equally between Kinesiology and the Bachelor of Education Program in the Exercise & Pregnancy Laboratory. In addition to the School's many research centers, numerous options for collaboration exist with the Faculty of Kinesiology and the University of Western Ontario. For more information on the School of Kinesiology and the Faculty of Health Sciences is available at [www.uwo.ca/fhs](http://www.uwo.ca/fhs). Candidates must demonstrate a commitment to teaching, research, and service. Knowledge of control theories and strong quantitative skills in methodologies typically used in motor control research. This knowledge and skill will be evaluated in a record of scholarly publications. Canadian citizens should provide evidence of an interest in collaborative research. Assets for the job would include: a) evidence of experience and skill in teaching, b) knowledge of both normal and abnormal

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## L

**LANGUAGE TESTING — University of Alberta:** The Faculty of Extension at the University of Alberta invites applications for a tenure-track appointment in the rank of Assistant Professor from exceptional candidates with research interests and experience in Language Testing. To achieve its mission to contribute to society, the Faculty of Extension is committed to research, teaching, and outreach activities. The Faculty of Extension is strengthening its excellence in key areas of scholarship and programming. The Faculty of Extension offers a program of research in second language testing; be responsible for test design, item development, field testing, statistical analysis

## Faculty of Engineering and Design

Teaching and research in the Faculty of Engineering and Design at Carleton University have a distinguished record of advancing innovations, creating new enterprises in Canada and abroad, and contributing to excellence in many engineering and design practices. We place strong emphasis and priority on integrating concepts and results of advanced research with the education and learning experience we provide to our students at both undergraduate and post-graduate levels. Research in the Faculty is continually evolving and expanding into new spheres that include urban development and environmental sustainability, biomedical devices, opto-electronics, transportation and construction safety, advanced information networks, interactive multimedia design, intelligent computer systems and robotics, human-machine interface factors, design in cultural context, and materials science: all areas of research supported by our multidisciplinary approach in which our leading researchers work closely with their colleagues in various specializations in sciences and humanities.

### We currently have openings in the following areas:

At the Assistant or Associate Professor level:

- School of Industrial Design
- Structural Engineering, Department of Civil and Environmental Engineering
- Canada Research Chair (Tier 2), Environmental Risk Management, Department of Civil and Environmental Engineering

At the Assistant Professor level:

- Telecommunications Technology Management, Department of Systems and Computer Engineering
- Biomedical Engineering, Department of Systems and Computer Engineering
- School of Industrial Design

Details of some of these positions may be found in the individual advertisements in this edition of the CAUT Bulletin or visit our Web site at [carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment) to view details on all of the above positions.

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)

## University of Saskatchewan Assistant/Associate Professor Neuroscience Department of Physiology College of Medicine

We invite applications for a tenure-track position at the level of Assistant or Associate Professor. Candidates must have a Ph.D. or M.D. and post-doctoral experience. He or she must have demonstrated excellence in research in regulatory and integrative Physiology with particular emphasis on neural systems or plasticity. The successful applicant will be expected to join the Neural Systems and Plasticity Research Group and to develop a strong externally funded research program. A competitive start-up package is available. The successful candidate will be encouraged to submit an application to the Canadian Foundation of Innovation (CFI). She or he will contribute to the teaching of undergraduate students, within the proposed School of Biomedical Sciences and to the supervision of graduate students.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please send curriculum vitae and the names of three references by January 15th, 2006 to:

Dr. Wolfgang Walz  
Head of Physiology, College of Medicine  
University of Saskatchewan  
107 Wiggins Road, Saskatoon SK S7N 5E5 Canada  
Email: [wolz@usask.ca](mailto:wolz@usask.ca)  
Fax: (306)966-6532

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

## FACULTY OF ARTS

**DEPARTMENT HEAD POSITIONS (TENURE-TRACK)**  
In the Department of Political Science and in the School of Journalism

**TENURE-TRACK POSITIONS**  
In the Departments of Economics, Geography, History, Justice Studies, Psychology, Sociology & Social Studies, and in the School of Journalism

**TERM POSITIONS**  
In the Departments of Geography, and Religious Studies

## FACULTY OF EDUCATION

**TENURE-TRACK POSITIONS**  
In the areas of Educational Psychology (2 positions), French Immersion Education, and Reading Education

## FACULTY OF ENGINEERING

**TENURE-TRACK POSITIONS**  
In the areas of Software Systems Engineering, Industrial Systems Engineering (and/or Engineering Management), and Environmental Systems Engineering (in Infrastructure Systems Engineering)

## FACULTY OF FINE ARTS

**TENURE-TRACK POSITIONS**  
In the Department of Visual Arts

**TERM POSITIONS**  
In the Department of Media Production & Studies

## FACULTY OF KINESIOLOGY & HEALTH STUDIES

**TENURE-TRACK POSITION**  
In the areas of Adapted Physical Activity and/or Therapeutic Recreation

## FACULTY OF SCIENCE

**TENURE-TRACK POSITIONS**  
In the Department of Physics and in the Department of Mathematics and Statistics

For detailed descriptions on these positions, please visit [www uregina ca/hr/recruitment](http://www uregina ca/hr/recruitment)



University of Regina  
3737 Wascana Parkway, Regina, SK S4S 0A2  
[www uregina ca](http://www uregina ca)

# CAREERS CARRIÈRES

and test documentation activities for new and existing tests. The Faculty also provides an exemplary record of university continuing education through the Faculty's English Language Program and for external clients. Teach Language Testing at the University of Alberta. The University of Alberta is one of the leading research-based universities in Canada, consistently rated among the top in independent surveys of research and student success, innovation, and learning resources. The Faculty of Extension has a strong tradition with respect to teaching, training, education and university research, serving adult learners whose needs are not met through traditional university programming. With approximately 14 of which are taught academic courses, the annual budget of approximately \$13 million, and annual student registration count of approximately 13,000, the Faculty offers a diverse range of cost-effective extension and non-credit programs and services. These include a graduate degree in communications and technology, approximately 100 undergraduate courses, continuing professional development, and personal enrichment, specialized on-line learner services, as well as research and evaluation services. Inter- and multi-disciplinary research is encouraged, as is teaching and learning collaboration with other Faculties.

Through its 35-year history, our Faculty has developed an exemplary record of university continuing education. Reporting to the Dean, faculty members are involved in expanding current offerings and in creating new non-credit, credit, and diploma/certificate programs to study interest and emerging needs. Existing and new program possibilities are addressed through research, production, and delivery of innovative products. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance, tuition remission, and a pension plan. Faculty members are also engaged in the acquisition of external resources to support research, development, delivery and evaluation of programs and services. Information on the tenure-track position, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information on interested candidates can be found at [www.ualberta.ca/faculty-employment-info.aspx?category=directions.php](http://www.ualberta.ca/faculty-employment-info.aspx?category=directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs. Faculty members work collaboratively with the post-secondary sector in developing and implementing new initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

cellence in teaching, as well as the ability to engage and serve the University community, should submit their curriculum vitae and the names of three referees by January 31, 2006 to Dean Cheryl McWatters, Faculty of Extension, University of Alberta, Edmonton, AB T6G 2T4. Dean McWatters is pleased to provide further information on these positions and may be contacted at 780/492-2654 or by email at [cmcwatters@ualberta.ca](mailto:cmcwatters@ualberta.ca). Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance, tuition remission, and a pension plan. Faculty members are also engaged in the acquisition of external resources to support research, development, delivery and evaluation of programs and services. Information on the tenure-track position, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information on interested candidates can be found at [www.ualberta.ca/faculty-employment-info.aspx?category=directions.php](http://www.ualberta.ca/faculty-employment-info.aspx?category=directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs. Faculty members work collaboratively with the post-secondary sector in developing and implementing new initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

cellence in teaching, as well as the ability to engage and serve the University community, should submit their curriculum vitae and the names of three referees by January 31, 2006 to Dean Cheryl McWatters, Faculty of Extension, University of Alberta, Edmonton, AB T6G 2T4. Dean McWatters is pleased to provide further information on these positions and may be contacted at 780/492-2654 or by email at [cmcwatters@ualberta.ca](mailto:cmcwatters@ualberta.ca). Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance, tuition remission, and a pension plan. Faculty members are also engaged in the acquisition of external resources to support research, development, delivery and evaluation of programs and services. Information on the tenure-track position, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information on interested candidates can be found at [www.ualberta.ca/faculty-employment-info.aspx?category=directions.php](http://www.ualberta.ca/faculty-employment-info.aspx?category=directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs. Faculty members work collaboratively with the post-secondary sector in developing and implementing new initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

cellence in teaching, as well as the ability to engage and serve the University community, should submit their curriculum vitae and the names of three referees by January 31, 2006 to Dean Cheryl McWatters, Faculty of Extension, University of Alberta, Edmonton, AB T6G 2T4. Dean McWatters is pleased to provide further information on these positions and may be contacted at 780/492-2654 or by email at [cmcwatters@ualberta.ca](mailto:cmcwatters@ualberta.ca). Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance, tuition remission, and a pension plan. Faculty members are also engaged in the acquisition of external resources to support research, development, delivery and evaluation of programs and services. Information on the tenure-track position, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information on interested candidates can be found at [www.ualberta.ca/faculty-employment-info.aspx?category=directions.php](http://www.ualberta.ca/faculty-employment-info.aspx?category=directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs. Faculty members work collaboratively with the post-secondary sector in developing and implementing new initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

cellence in teaching, as well as the ability to engage and serve the University community, should submit their curriculum vitae and the names of three referees by January 31, 2006 to Dean Cheryl McWatters, Faculty of Extension, University of Alberta, Edmonton, AB T6G 2T4. Dean McWatters is pleased to provide further information on these positions and may be contacted at 780/492-2654 or by email at [cmcwatters@ualberta.ca](mailto:cmcwatters@ualberta.ca). Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance, tuition remission, and a pension plan. Faculty members are also engaged in the acquisition of external resources to support research, development, delivery and evaluation of programs and services. Information on the tenure-track position, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information on interested candidates can be found at [www.ualberta.ca/faculty-employment-info.aspx?category=directions.php](http://www.ualberta.ca/faculty-employment-info.aspx?category=directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs. Faculty members work collaboratively with the post-secondary sector in developing and implementing new initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

cellence in teaching, as well as the ability to engage and serve the University community, should submit their curriculum vitae and the names of three referees by January 31, 2006 to Dean Cheryl McWatters, Faculty of Extension, University of Alberta, Edmonton, AB T6G 2T4. Dean McWatters is pleased to provide further information on these positions and may be contacted at 780/492-2654 or by email at [cmcwatters@ualberta.ca](mailto:cmcwatters@ualberta.ca). Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance, tuition remission, and a pension plan. Faculty members are also engaged in the acquisition of external resources to support research, development, delivery and evaluation of programs and services. Information on the tenure-track position, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information on interested candidates can be found at [www.ualberta.ca/faculty-employment-info.aspx?category=directions.php](http://www.ualberta.ca/faculty-employment-info.aspx?category=directions.php). With a present complement of eight tenured faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs. Faculty members work collaboratively with the post-secondary sector in developing and implementing new initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

## HÔPITAL GÉNÉRAL JUIF – SIR MORTIMER B. DAVIS SIR MORTIMER B. DAVIS – JEWISH GENERAL HOSPITAL

Hôpital d'enseignement de l'Université McGill – A McGill University Teaching Hospital



### Director Lady Davis Institute for Medical Research

The Lady Davis Institute (LDI) is considered as one of Canada's premiere biomedical research facilities. Fully affiliated with McGill University, the LDI currently occupies 200,000 sq ft of research space including 60,000 sq ft of new construction. The Research Staff presently consists of 75 principal investigators, as well as 250 graduate students and research fellows. Current fields of research interest include Cancer, Cardiovascular disease, HIV/AIDS, Aging, Psychosocial studies, Clinical Epidemiology and Endocrinology.

The LDI is currently searching for a Director. The successful applicant will have a strong academic research background, proven leadership and management skills, and will be eligible for appointment as a Full Professor at McGill. Applications and nominations should be forwarded prior to **January 31, 2006** to:

**Dr. Samuel O. Freedman**  
Chair Search Committee for a Director of Research  
Sir Mortimer B. Davis – Jewish General Hospital  
3755, Côte-Sainte-Catherine Road, Suite B-115  
Montreal, Quebec H3T 1E2 CANADA

All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

### Directeur Institut de recherche Lady Davis

L'Institut de recherche Lady Davis de l'Hôpital Général Juif est reconnu comme l'un des meilleurs aménagements pour la recherche biomédicale au Canada. Affilié à l'Université McGill, l'institut occupe actuellement 200 000 pieds carrés pour la recherche incluant 60 000 pieds carrés de nouvelle construction, avec 75 chercheurs et 250 étudiants diplômés et chercheurs « fellow ». Les axes majeurs de recherche sont : le Cancer, les maladies hémovasculaires, le SIDA, la Geriatrie, l'Epidémiologie clinique et les aspects psychosociaux liés aux maladies citées plus haut.

L'Institut de recherche Lady Davis est à la recherche d'un Directeur. Les candidats retenus auront à leur actif une excellente expérience de recherche, un dossier académique exceptionnel dans l'une des disciplines ci-haut mentionnées, une habileté de diriger une unité académique d'envergure ainsi qu'un potentiel d'éligibilité de l'embauche comme professeur à McGill. Un curriculum vitae pouvant être achéméné, avant le 31 janvier 2006 à l'attention de Dr. Samuel O. Freedman, Comité de recrutement pour un Directeur, Hôpital Général Juif – Sir Mortimer B. Davis, 3755, Côte Sainte-Catherine, Suite B-115, Montréal (Québec) H3T 1E2 Canada

Tous les candidats qualifiés sont encouragés à appliquer les ressources Canadiennes et les résidents permanents du Canada seront prioritaires, l'Université McGill est soumise à l'équité salariale.



## Tenure-Track Faculty Positions Faculty of Education

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, individual attention to learners and distinctive programs in the liberal arts, sciences, education and professional fields attract outstanding faculty, staff and students from across Canada and abroad. Founded on a commitment to the education of women, MSVU builds on this heritage to create an intellectual and social climate that promotes gender equity, inclusiveness and diversity.

Along with strategic academic directions including academic excellence, internationalization and facilitating technological innovation, MSVU strives to be in the vanguard of distributed learning course offerings and delivery modes. Distance learning courses are offered to students in Canada and around the world via televised and web-based course offerings.

MSVU is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2006 in the Faculty of Education. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

The Faculty of Education at MSVU is the largest education program in Nova Scotia, with more than 30 full-time faculty and 10 support positions. In addition to BEd and Graduate programs on campus, the Faculty offers distance and international programs. (For more information, visit [www.msvu.ca/education](http://www.msvu.ca/education)). Increased external funding for research projects and off-campus programs supports a vibrant environment for research and scholarship. We are searching for new colleagues in these five research areas.

The successful candidates will be expected to teach graduate and BEd courses and maintain an active research program in their field of expertise. Preference will also be given to candidates who have experience both in schools and in university teaching.

### Scholarship Education

The successful candidate should possess a doctoral degree in science education and demonstrated research capabilities in that field. Knowledge of the integration of technology into the teaching of science is a definite asset. An active program of research and professional outreach in the area of science education is required.

### Social Studies Education

The successful candidate should possess a doctoral degree in social studies education or a PhD in a related content field (history/geography/economics) and have demonstrated research capabilities in social studies education. Knowledge of the integration of technology into the teaching of social studies (e.g., GPS, ArcView) is a definite asset, as is experience in curriculum development and design. An active program of research and professional outreach in the area of social studies education is required.

### Quantitative Research and Evaluation

The successful candidate should possess a doctoral degree in education or a related field, with demonstrated research capabilities in the areas of measurement, evaluation, quantitative research (both experimental and non-experimental) and alternative assessment. Experience working with graduate students on research design and thesis supervision is a definite asset. Preference will be given to candidates with experience working with or leading collaborative research teams.

Applications should include a statement of research and teaching interests, curricular vitae and the names and contact information for three references. Send applications to the Faculty of Education, Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS, B3M 2L6, attention Stephanie Mills, Administrative Assistant to the Dean of Education or by email to [stephanie.mills@msvu.ca](mailto:stephanie.mills@msvu.ca). The Faculty will begin considering applications on **January 9, 2006**. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

### English Second Language Acquisition

The successful candidate should possess a doctoral degree in education or a related field, with demonstrated research capabilities in the areas of English second language acquisition. Preference will be given to candidates who have experience with teaching English as a second language in adult, international and school settings. An active program of research and professional outreach in the area of English second language acquisition is required.

### Curriculum Studies: Integrating Technology Into the Curriculum

The successful candidate should possess a doctoral degree in education or a related field, with demonstrated research capabilities in the areas of information and multimedia technology and curriculum studies. Preference will be given to candidates with experience in the design and delivery of innovative programs in technology integration and with experience working with or leading collaborative research teams in the area of integration of technology into the curriculum.

# CAREERS CARRIÈRES

and visible minorities) are encouraged to self-identify on their applications. Self-identification options are available from Human Resources at <http://hradmin.usask.ca/> or <http://hradmin.usask.ca/divisional-self-identification.html>.

**LISRARY — Mount Saint Vincent University** — Mount Saint Vincent University applications for the position of System Librarian at the Librarian level, consisting of 12 months per year, report to the University Librarian, the Systems Librarian is responsible for the following duties: Planning and implementing new technological developments; supervising, designing and delivering information resources and services to Library staff; Providing scheduled and ad hoc reference and instructional services to students, staff and faculty, including some evenings and weekends; Maintaining and developing a collection of material for virtual service delivery. Qualifications: An ALA-accredited Master of Library and Information Science is required. Previous academic library experience in an academic library is also required. Candidates should possess the following minimum professional experience in working with information technology in a library setting, including networked systems and electronic resources, system design, system planning, supervision and general management skills; strong working knowledge of emerging technologies, application software, networking and desktop computing; ability to design, develop and evaluate library systems; working knowledge of library systems at the systems administrator level; previous successful reference service experience in an academic library; ability to manage a diverse workload; ability to work in a collegial, team-based environment.

**Successful candidates will be expected to teach in the undergraduate and graduate programs, supervise graduate students, and develop a program of research and publication. A record of published publications in TESOL and significant evidence of ability in research and teaching are required. Applicants for the position in language teaching methodology must also hold a certificate in English as a second language, classroom experience in TESOL and at least three years classroom experience in teacher education. All appointments will be at the Assistant Professor level. Starting 1 July 2000, Carleton University is a research-intensive academic unit with strong undergraduate degree programs in applied theoretical linguistics, a certificate program in TESOL, and a well-known graduate program in applied linguistics. There are two streams in the teaching and acquisition of additional languages, and in writing and literacy studies. A PhD's currently proposed in Applied Linguistics studies. Some English and both European and Non-European languages, and runs a noncredit ESL program and a language testing unit. For further information, see [www.carleton.ca/yls/](http://www.carleton.ca/yls/). Persons from whom applications will be accepted to apply. The application of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women. About one percent of our faculty are members of visible minorities. Persons from whom applications will be disabled. Persons from whom these groups are particularly encouraged to apply. The position is subject to budgetary approval. Applications should be submitted to Professor Desmond Allison, Director, School of Linguistics and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6, Canada.**

**III. MATHEMATICAL & STATISTICAL SCIENCES**  
-University of Alberta, The Department of Mathematics & Statistical Sciences, at the University of Alberta, invites applications to nominate a candidate for an NSERC University Faculty Award in the Fall 2006 competition. The University Faculty Award was created by NSERC to encourage Canadian universities to recognize outstanding women faculty members who have achieved exceptional positions in science and engineering. Further information on the program can be found at the following web page: [http://www.nserc.ca/eng/awards/unifac\\_e.html](http://www.nserc.ca/eng/awards/unifac_e.html). The nominee will have an excellent record of research and publication. We are particularly interested in candidates who work in a field related to an area of existing or emerging strength in the Department of Mathematics & Statistical Sciences considered. Some areas of research excellence, recently highlighted by the Faculty of Science, include algebra, functional analysis, dynamical systems, mathematical biology, and computational mathematics. The candidate will also have a strong commitment to and aptitude for teaching undergraduate students, and will be expected to supervise graduate theses. This tenure-track position is intended to begin immediately or on or before July 1, 2007. Applications will be accepted until a curricular vitae, research interests, and teaching profiles outlining experience and/or interests, and at least three confidential letters of reference to: Associate Chair, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. The closing date for application is March 1, 2006. Early applications are encouraged. According to NSERC regulations, applicants

**Assistant Professor** level in Algebraic Groups and Applications. We are looking for a person with a PhD, strong research record, leadership experience, and excellent communication and teaching skills. The successful candidate must also have a strong commitment to excellence in undergraduate and graduate education. All aspects of Algebraic Groups and their applications will be seriously considered. Current interests within the Department include Brauer groups, Quadratic Forms, Galois cohomology and Lie theory. Applicants should submit a curriculum vitae, a teaching portfolio, outlines of proposed areas of research, and at least three confidential letters of reference to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1, Canada. Closing date for applications is January 15, 2006, or until a suitable candidate is found. Early applications are encouraged. For more information about the Department and the University of Alberta visit the Department's web page <http://www.mathualberta.ca>. Please Note: Applications being considered will generally be contacted within 3-4 weeks of the deadline date. Those not contacted are thanked for their interest and encouraged to apply for future

positions advertised by the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian and permanent resident candidates are not available, other individuals will be considered. The University of Alberta hires on the principle of equity in employment. We welcome applications from all qualified individuals, including women, persons with disabilities, members of visible minorities, and Aboriginal persons.

**MATHEMATICAL & STATISTICAL SCIENCES  
(ORDINARY DIFFERENTIAL EQUATIONS)**

The University of Alberta invites applications for a tenure track position at the Assistant Professor level starting September 2006, in the area of qualitative theory of differential equations and dynamical systems. The candidate should have a PhD in pure or applied mathematics, a strong record, especially in communication, teaching, research, and leadership abilities. The successful candidate must have a strong commitment to excellence in undergraduate and graduate education. Preference will be given to applicants whose research expertise would complement and strengthen those of the

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## **Endowed Chair in Islamic Studies**

be contacted within 3-4 weeks of the deadline. All applications will be reviewed for their interest and encouraged to apply for future positions advertised by the University. The University of Alberta holds on the principle of non-discrimination and the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

**■ MATHEMATICAL & STATISTICAL SCIENCES (ALGEBRAIC GEOMETRY)** — University of Alberta. The Department of Mathematical and Statistical Sciences at the University of Alberta, invites applications for a tenure-track position at the Assistant Professor level in Algebraic Geometry. We are looking for a person with a PhD strong research record, and a demonstrated ability to teach, research, and leadership potential. The successful candidate must also have a strong commitment to excellence in undergraduate teaching and research in the areas of Algebraic Geometry will be seriously considered. Current interest within the Department includes Hodge Theory, Algebraic K-Theory, and Geometric Galois representations. Candidates should submit their curriculum vitae, a teaching profile, an undergraduate mathematics courses taught, and a teaching evaluation if available, along with three letters of reference to: Dr. Michael Zieve, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, AB T6G 2G1, Canada. Applications will be accepted until January 15, 2010. All qualified candidates are encouraged to apply, however, we particularly encourage applications from women and members of visible minorities.

The Interdisciplinary Program of Religious Studies in the Faculty of Arts, University of Alberta, invites applications for an endowed Chair in Islamic Studies, at the level of Associate or Full Professor, who will engage in the study of Islamic beliefs, traditions and cultures. The candidate will be appointed jointly to the Program of Religious Studies and a suitable department in the Faculty of Arts. Research period and specialization are open, but the candidate should anticipate teaching courses that broadly cover the history, ideas, and practices associated with Islam. The successful applicant will be expected to develop, in cooperation with other programs and departments, areas in Islamic Studies that fall within her/his area of expertise, to participate in a growing graduate program, and in the University's ongoing and successful efforts to engage with relevant community groups.

Desirable strengths include theoretical competence in the study of religion in an interdisciplinary context and in issues of diversity in Islamic traditions and cultures Applications, including a curriculum vitae,

letters from three academic referees, and sample publications, should be sent by mail to  
**Dr. Willi Braun, Director**  
**Program of Religious Studies**  
**1-55 Humanities Centre**  
**McGill University**

**University of Alberta**  
**Edmonton, Alberta, Canada T6G 2E8**

Applications received by January 31, 2006 will be assured of consideration. Interviews will begin as soon thereafter as possible. Salary and rank will be commensurate with qualifications and experience. For further information, contact Dr. Braun at (780) 492-2879 or by email at willi.braun@ualberta.ca

14

**■ MANAGEMENT — MCGILL UNIVERSITY.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor, Special category, and Associate Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science, Operations Management, Marketing, Organizational Behaviour, and Strategy and Dignitization. Salary and rank are commensurate with qualifications and experience. Teaching and research record. The Faculty of Management has over 70 full-time faculty and offers BCom, MBA, and PhD degrees. Please refer your Curriculum Vitae to the Chair, along with three (3) letters of reference, and a copy of your diploma to the Associate Dean, Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

**■ MATHEMATICAL STATISTICS — THE UNIVERSITY OF ALBERTA.** The Department of Mathematical and Statistical Sciences

The University of Alberta, invites applications at the Assistant Professor level in Statistics starting July 1, 2009. The Department of Statistical Science is seeking current areas of research strength in the Department include mathematical statistics, design of experiments, statistical computing, nonparametric statistics, and spatial statistics. Applicants are expected to possess a strong research record, research leadership potential, and excellent teaching ability. This successful candidate must have a strong commitment to excellence in undergraduate and graduate education in statistics. Applicants should submit a curriculum vitae, a statement of research interests, a teaching portfolio and/or interests, and at least three confidential letters of reference to Anthony Tse-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. The closing date for application is January 15, 2009, or until a suitable candidate is found. Early applications are encouraged. For more information about this position, please see the [Quespe's](http://www.math.ualberta.ca) web page: <http://www.math.ualberta.ca>. Please Note: Applications will be accepted until a suitable candidate is found. All applications must be contacted within 3 weeks of the deadline. Those not contacted are thanked for their interest and are encouraged to apply for future positions as they become available. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If

UNIVERSITY OF  
**WINDSOR**

**Associate Vice-President,  
Academic Affairs**

The University of Windsor invites nominations for and expressions of interest in the position of Associate Vice-President, Academic Affairs. The AVP will be a senior member of the University's leadership team, working with the Provost on a wide range of planning and operational matters. The portfolio includes responsibility for academic policy review and development, program review, space allocation/ renovation, and the University's international liaison activities. The AVP also provides advice on – and, on occasion, acts for the Provost with respect to – University-wide academic planning and the interpretation of policies and contracts relative to academic employment.

The successful candidate will be an accomplished scholar and teacher, and will have a proven track record in administration, particularly in the areas of academic employment issues and collective bargaining. He/she will be an excellent communicator, with strong cross-cultural skills, and a commitment to leadership in a learning-centred environment. The initial five-year appointment will begin in July 2006.

The University of Windsor is a comprehensive research and teaching institution. Within a dynamic and friendly environment, it offers a broad range of high-quality undergraduate, graduate, cooperative education and professional programs to more than 16,000 students. Located in a welcoming international community, Canada's southernmost university is focused on supporting faculty and staff, providing a quality learning experience for each student, and

developing a learning-centred, lively, and caring campus. To learn more about this remarkable university, please visit the web site at [www.uwindsor.ca](http://www.uwindsor.ca).

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of its faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites candidates to apply to its welcoming community and to self-identify in their letter of application. Priority will be given to Canadians and permanent residents of Canada.

The search committee will begin its review of candidates in late 2005 and will continue until the position is filled. Applications, nominations, and expressions of interest should be submitted to the address shown below.

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9  
Fax: 416-923-8311  
[jswra@acm.org](mailto:jswra@acm.org)

**Janet Wright & Associates Inc.**  
*Senior-level recruitment for the public and not-for-profit sectors*





# CAREERS CARRIÈRES

interests and expertise. Vocal pedagogy, vocal literature and/or direction of the opera studio may form part of the teaching load.

A complete or near-complete application is a package consisting of submitted documentation, along with substantial professional performing and teaching experience. Rank and Salary commensurate with qualifications and experience. Start Date: August 1, 2006. Deadline for Applications: January 13, 2006 or until the position is filled. Please send a letter of application, including a CV, CD or Video/DVD and names/addresses of three referees to Dr. Christopher, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9.

## N

### ■ NANOTECHNOLOGY ENGINEERING —

University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical and Computer Engineering at the University of Waterloo are seeking several positions at the Assistant, Associate, and Full Professor levels. These positions are part of the University's expansion in Nanotechnology Engineering, which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary

partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. We are seeking individuals from different candidates in the fields of nanoscience and nanotechnology with emphasis in these areas of nanoelectronics, quantum electronics, molecular electronics, micro-nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiomaterials, and nanotech (e.g., nanocatalysis, nanomedicines). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary

environment. The descriptions involved in this position are available on the program website. The program is already here to stay-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nano-structures and devices. Excellent research and teaching facilities are also being developed across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a range of courses in nanoscience and nanotechnology. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; e-mail: [nanotech@uwaterloo.ca](mailto:nanotech@uwaterloo.ca). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada by the Maclean's magazine in a survey about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's tech corridor and is one of the fastest growing and fastest growing in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer. All qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering disciplines are expected to be eligible for Professional Engineering registration in Ontario.

■ NEUROSCIENCE — MCGILL UNIVERSITY. The Department of Psychology of McGill University is currently seeking applications for tenure-track positions at the Assistant Professor level in Behavioral Neuroscience. Our current strengths within this broad domain are in the areas of visual learning and memory, the psychopharmacology of reward and reinforcement, and the neural bases of pain. Applications in any area of Behavioral Neuroscience are encouraged to apply. The Department has excellent facilities for in-

terdisciplinary research through its links with related scientific departments and research units in the McGill University Health Centre including the Montreal Neurological Institute. Consideration of applications will begin November 15, 2005. Applications should be submitted no later than January 15, 2006. Applications should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to demonstrate a strong record of research, teaching, and graduate supervision. Faculty members at the University of Waterloo. Current research by faculty members in organizational behaviour ranges from experimental work on decision making, knowledge representation, and problem solving to field studies of organizational innovation, technological change and the implications of information technology in organizations. A Ph.D. in organizational behavior or management sciences is required. Applications for tenure-track positions in the Department of Psychology, McGill University, 1205 Peel Street, Montreal, Quebec H3A 2T8, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

■ NEW FACULTY POSITION — University of Lethbridge. The University of Lethbridge, Faculty of Fine Arts, Department of New Media invites applications for a three year term position (with the possibility of conversion to tenure) in the area of New Media. Professor of New Media (Design) with emphasis on Web and Graphic Design, effective July 1, 2006, and subject to Board of Governors' approval. For more information and application procedures, please see our website [www.uleth.ca/ffa](http://www.uleth.ca/ffa) and click on "employment".

## O

■ ORGANIZATIONAL BEHAVIOR — University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level in Organizational Behaviour. We seek an individual with a PhD in Organizational Behaviour. Secondary consideration will be given to Organizational Psychology, Sociology or related field, who is capable of research, teaching and graduate student supervision related

## Faculty of Arts and Social Sciences

The Faculty of Arts and Social Sciences offers 30 areas of studies at the graduate and undergraduate levels and attracts worldclass scholars renowned for their cutting-edge research and influential writings. Our goal is to create a learning community in which students at all levels, and their faculty mentors, can engage in the pursuit of knowledge across and between a broad range of disciplines in the arts, humanities, and social sciences. Students are offered a wide variety of courses and programs including our innovative ArtsOut initiative which allows students to take courses together, around one theme, with the same instructors who co-ordinate their academic work. We offer faculty an excellent research and teaching environment located strategically in the nation's capital.

### We currently have openings in the following areas:

- Assistant Professor, Department of English (3 positions)
- Assistant Professor, Department of French
- Assistant Professor, College of the Humanities (3 positions)
- Assistant Professor, Institute of Cognitive Science
- Assistant Professor, Department of Geography and Environmental Science
- Assistant Professor, Department of History (2 positions)
- Assistant Professor, Institute of Interdisciplinary Studies/Institute of Women's Studies
- Assistant Professor, Institute of Interdisciplinary Studies/Psychology
- Assistant Professor, Institute of Women's Studies
- Assistant Professor, Department of Philosophy
- Associate or Full Professor, Department of Philosophy
- Associate Professor, Department of Psychology (2 positions)
- Assistant Professor, Department of Psychology (5 positions)
- Assistant Professor, School of Linguistics and Applied Language Studies (3 positions)
- Assistant Professor, Department of Sociology/Anthropology (4 positions)
- Assistant Professor, School for Studies in Art and Culture/Film Studies

Details of these positions may be found on our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



*Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.*

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)



## TERM CONTRACT POSITION, BIOMECHANICS & ERGONOMICS School of Human Kinetics & Recreation

Please quote VPA Reference Number HKR-2005-001

The School of Human Kinetics and Recreation invites applications for a term appointment (from commencement to December 31st, 2008), in Occupational Ergonomics and Sport Biomechanics. The successful applicant may also be expected to teach courses in introductory research as well as growth and development. This appointment will be at the rank of Assistant Professor.

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Applications will be accepted until the position is filled. Review of applications will begin in January of 2006. A curriculum vitae, up-to-date transcripts, evidence of teaching competence and the names of three referees should accompany letters of application. Electronic applications are encouraged. Please apply to:

Director, School of Human Kinetics and Recreation  
Memorial University of Newfoundland  
St. John's, NL, Canada, A1C 5S7  
Fax: (709) 737-3979  
E-mail: [vhmeh@mun.ca](mailto:vhmeh@mun.ca)

The School of Human Kinetics and Recreation offers degrees at the undergraduate level in Physical Education, Recreation and Kinesiology, and Co-operative Education versions of each of those degrees are available. Graduate degrees offered are: Master of Science in Kinesiology, and a Master of Human Kinetics.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate degree programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



## VARIOUS POSITIONS School of Music

Memorial University is home to Atlantic Canada's largest and most comprehensive school of music. Offering B. Mus. programs in performance, music education (joint B.Mus/B.Mus.Ed.), music history/literature and music theory/composition to over 150 undergraduate students, the School also has new and emerging graduate programs in performance and conducting (M.Mus.) and ethnomusicology (M.A./Ph.D.). The School's faculty of 19 performers and scholars enjoys national and international reputations in their fields and are active partners in the community's vibrant cultural life.

We will be undergoing a period of faculty renewal during the next decade. As the first phase of this renewal, the School intends to fill up to four positions for the 2006-2007 academic year. These positions may be eight-month teaching-only appointments or twelve-month term appointments with a full range of responsibilities. The type of appointment made will depend on the areas of coverage by the successful candidates. Applications will be welcomed from highly qualified musicians with teaching/research/creative credentials in any of the following areas:

- Theory and composition
- Jazz theory and arranging
- Upper brass
- Lower brass
- Flute
- Instrumental conducting
- Concert band
- Lower strings

Qualifications in two or more of these areas would be an asset. Minimum qualifications include a completed master's degree in the appropriate area (doctorate preferred), evidence of successful teaching experience, and demonstrated excellence as a performer or scholar.

Appointments will be made at the rank of Visiting Assistant Professor or Visiting Associate Professor in the case of teaching-only appointments; Assistant Professor or Associate Professor in the case of regular term appointments. Term appointments will be made with the possibility of renewal, and in some cases conversion to tenure stream. Salary is dependent on qualifications and experience in accordance with the terms of the Collective Agreement.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Candidates should send a letter of application, curriculum vitae, a CD, audio- or video-cassette representative of recent performances (where appropriate), examples of scholarly/creative work (where appropriate) and names/contact information from three referees. Recent graduates should include academic transcripts. All candidates should ensure that their application includes information about their teaching. Send applications to:

Search Committee  
c/o Dr Tom Gordon, Director  
School of Music, Memorial University of Newfoundland  
St. John's, NL A1C 5S7

The committee will begin reviewing applications on 30 January 2006.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

**Send ads via e-mail!**  
**ads@caut.ca**





# CAREERS CARRIÈRES

department prides itself on its outstanding teaching and research excellence. Faculty members have been awarded the SM Teaching Fellowship, and currently hold grants from NSERC, NSERC CRGP, and CIHR among other agencies. In addition, the department is committed to involvement in the community, a variety of collaborative relationships in research, teaching and service, both across the campus and in the community. Prince Edward County is a rural area, where people live and work – one conducive to achieving a balance between one's professional and personal life. Interested persons should submit a letter of application, a current curriculum vitae, a teaching dossier, evidence of research (e.g., grants received), evidence of excellence, and any additional materials to support their application to Dr. Scott Green, Chair, Department of Psychology, University of Prince Edward County, Chatham-Kent, Ontario, N0B 1M0 (email: [sgreen@pec.ubc.ca](mailto:sgreen@pec.ubc.ca)). We will begin reviewing applications on January 15th, and will concur with the University of British Columbia regarding the start date.

is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, the airport, as well as the Gatineau Hills, enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa has a population of almost 450,000.

**Dr. Scott Greer**, Chair, Department of Psychology, University of Prince Edward Island, Charlottetown, PEI, C1A 4P3 (email [sigreer@upei.ca](mailto:sigreer@upei.ca) for further information). We will begin reviewing applications on January 15th, and will continue until the position is filled. UPEI is committed to the principle of gender equity in employment.

Dawne McCance, Head, Department of Religion, 327 Fletcher Mngua Building, University of Manitoba, Winnipeg, MB, R3T 3P5, Canada; Tel: (204) 467-2676; Fax: (204) 474-7601. The deadline for receipt of applications is 1 January, 2006. Further information concerning this position may be obtained from <http://www.umanitoba.ca/faculties/arts/religion>. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy

tionalization initiatives, exchanges and study abroad programs. Applications should send a **PDF** in a relevant format of speculative and merits possess **native or near-native fluency in Ukrainian, Russian and English.** They should have demonstrated experience in teaching English as a second language. The successful candidate will teach at least one course each semester in both Russian and Ukrainian at all levels, as well as Mentoring and/or Linguistic and Cultural activities related to each of the two languages. This position will also participate in program development at the undergraduate and graduate levels. The Department wishes to hire an individual who has a strong interest in the program and also is willing to foster international communication and community relations outside the University. Candidates are asked to submit their curriculum vitae and arrange three current letters of reference by January 15, 2006 to Dr. Alex Sokalski, Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Gamma Drive, Saskatoon, SK, S7N 5E2, Canada. All applications must be received by **January 31, 2006.** For more information about the University of Saskatchewan, you may visit our web site at <http://www.usask.ca>, or email the Head at [sokalski@usask.ca](mailto:sokalski@usask.ca).

School offers a generic BSW, which includes core courses such as social work theory and practice, social policy, and research. The MSW offers concentrations in family/child welfare, physical and mental health, and community work. Both the BSW and MSW programs are guided by the School's mission to create a socially just society. The programs address issues of poverty, inequality, and social and political marginality, and seek to develop practitioners and scholars who are critical thinkers and agents of social change, whether through individual or community practice, or through policy and political engagement. Both degree programs are offered on campus in Halifax, and online by distance delivery to students across Canada and abroad. The BSW program is in collaboration with St. Thomas University has accepted students in a new Mi'kmaq-Maliseet BSW Program. Applicants should normally have a P/D or equivalent in social work or related field, plus evidence of substantial achievement in research and scholarly work. Candidates should also submit evidence of effectiveness in teaching, social work practice or social policy appropriate to the program. In addition to the minimum required to apply to regular positions at the undergraduate level, international candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer and welcomes applications from individuals from qualified groups: people with a disability, racially visible people and women. Applications, including cumulative

6

**SOCIAL & POLITICAL THOUGHT** — York University's Department of Sociology and Faculty of Arts at York University, invite applicants for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Social and Political Thought. Details at <http://www.yorku.ca/academics/research.htm>. York University is an equal opportunity employer. A detailed application form and the application procedure for the Live Action Program can be found on York's website at <http://www.yorku.ca/academy/indis.htm> or a copy can be obtained by calling 416-736-2710 or faxing 416-736-2713. All applications will be considered according to applicable law; however, Canadian Citizens and Permanent Residents will be given priority.

**SOCIAL WORK** — Dalhousie University, Applications are invited for two full time, tenure-track positions. One position is for one limited term position (three years) at the Assistant Professor level, commanding August 1, 2006. One of the full time probationary tenure track positions will be designated as Field Director. For this position we are looking for someone who has a scholarly interest in the analysis of field work as a component of social work education. The successful candidates will be expected to teach in the BSW and/or MSW programs, both on site and distanced. The

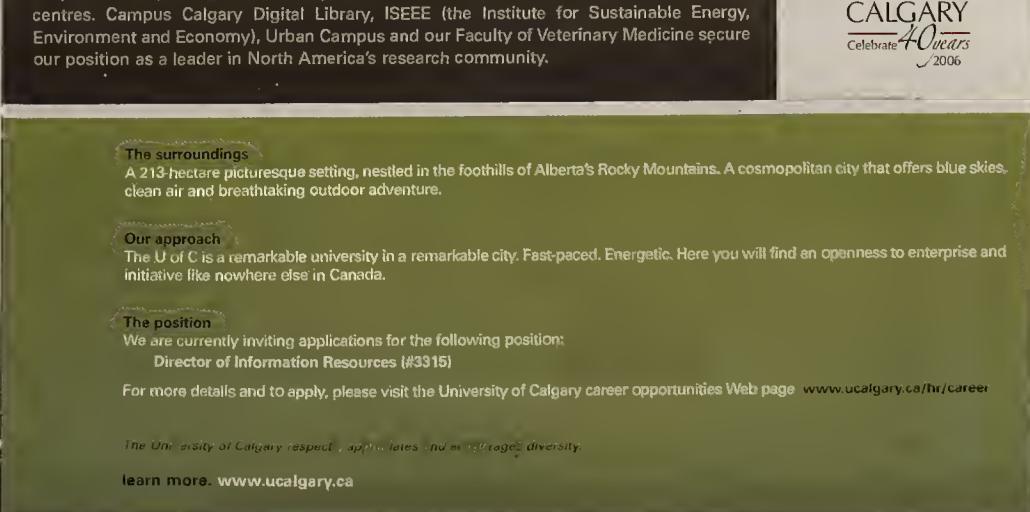
**SOCIAL WORK** — Wilfrid Laurier University. The Faculty of Social Work at Wilfrid Laurier University invites applications for a tenure-track position in Clinical Social Work, commencing July 1, 2005. Appointment will be at the rank consistent with the candidate's qualifications and experience. The successful candidate will be able to teach clinical practice courses and research methods and families issues in the MSW program. This person must have at least one degree in social work and appropriate experience in clinical practice. This position is for a person with a passion for developing programs, research and education that reflects a broad understanding of the determinants of health. Preference will be given to candidates with a completed doctoral degree. Someone with an advanced master's qualification in social work or psychology and provide statistical consultation to faculty would be a valued addition. Demonstrated competence in teaching is preferred. Experience working with diverse populations will be an asset. The position offers an

The University of Calgary offers students an education – an experience – in the broadest and most ambitious sense of the word.



# momentum

**At 39 going on 40, the University of Calgary is hitting its stride** — nearly 30,000 students, 110,000 alumni, 16 faculties, 53 departments and more than 30 research institutes and centres. Campus Calgary Digital Library, ISEEE (the Institute for Sustainable Energy, Environment and Economy), Urban Campus and our Faculty of Veterinary Medicine secure our position as a leader in North America's research community.







# COMMENTARY

# TRIBUNE LIBRE

## What Counts Cannot Be Counted

University is done for its own sake, not for the sake of something else. It has no product. One point of university is to stand against the idea that everything is done for money. This makes university different from much of the rest of the world.



By STEPHEN WEXLER

**M**ETRICIZATION is very popular in business and government right now. Everything has to be counted. The motto of the 21st century seems to be: if you can't count it, it doesn't count. Because the University of British Columbia wants to look good to the government and the public it has bought into this attitude. We want to explain ourselves and prove we are doing something worthwhile. We want to defend ourselves against the charge that we get five months off in the summer and only work six hours a week.

Metricization of our research is supposed to enable us to account to the public for the money spent on universities and increase our productivity. It is said that when lawyers metricized, they discovered that it increased their productivity. Why would it not have the same result at the law school? What lawyers increased by metricizing were billable hours. Is that what we are trying to do? Are we not, in the name of improving and defending the university, committing a travesty of university values? As an American general said during the Vietnam War, in order to save the village, they had to destroy it.

**T**HIS FIRST THING that is wrong with the metricization of research to increase our productivity is that it assumes we are not now being productive enough. My research seems quite productive to me. I hope I will be able to add a grain of sand to the research on Aristotle. I try as hard as I can not to metricize my research. I'm doing the best I can and I do not feel that any of my colleagues are doing less than a fair share. Some concentrate on teaching and do not do much research. Others do more research and the type of research varies. There is no more and less, which is what numbers inevitably indicate.

Could we be more productive either as individuals or as a faculty? Probably. There might be some marginal gains that could be made, but metricization will not increase research, it will only increase the number put on whatever is deemed to be the output of research.

There is no measure of research. The idea that research can be measured is all wrong. Everyone would agree, for instance, that reading a book is research, but what is the number to be assigned to reading a book? Does one book equal another or are some books worth more than others? Do we metricize on the number of pages or is there some other test for the worth of a book? If there is another test is it the number of other people reading the book? Does one get a higher number for reading a book everyone else is reading or does one, perhaps, get a higher number still for reading a book no one else has read? What number should be assigned to reading a book for the second or third time? Does reading a book again indicate that you didn't understand it the first time and hence are no good at your job, inefficient, unproductive?

Of course, our reading is not the research we will be metricizing. We will metricize our writing, our output. One problem with metricizing output is that all research does not result in an output. Much research leads down blind alleys. Ideas that seem like they might go somewhere turn out not to go anywhere. What numbers will we give to reading a useless book or pursuing a research strategy that does not succeed? And of course, one never knows when one starts whether a line of research will be "productive" or not. A new idea can lead nowhere or to the best work of one's career.

How are numbers to be assigned to thinking about things, to having ideas or discussing them with one's colleagues? Dr. Michael Smith, the Nobel Laureate who was a professor at UBC and for whom a new \$30 million UBC laboratory is named, said the research that led to his Nobel Prize began in a conversation with another scientist over a cup of coffee.

What numerical value is to be assigned to that conversation and when is it to be assigned? At the time it takes place or when it results in the Nobel Prize? Suppose it does not result in a Nobel Prize. Does it get a lower number? Does it get any number at all?

The idea that numbers can be assigned to research is ridiculous, but more important, it is pernicious. Assigning numbers leads to the mistaken view that more is better. Metricizing research is directed not just at faculty research but at student research as well. In my courses, I require students to do 10 to 12-page research papers, which they then read to me and the other students. Many professors require far more pages but allow students to slip the paper in under the door. It takes 45 minutes to read 10 to 12-page paper out loud and discuss it. If I assigned longer papers, I could not have them read aloud. I do not wish to say that the way I do things is "right" and the way others do them is "wrong," but nor do I wish to be told that the way I do them is "wrong" because the number of pages I require is too low.

More pages do not mean more research for either students or faculty. Since the most convenient measure of research is the number of pages in published works, we use it, but no one takes this measure seriously. That is not to say there can be no evaluation of academic research. The quantity and value of research is, and must be, evaluated before a professor is hired or granted tenure. This process requires subtlety and intelligence. It sometimes comes down to counting published works, but everyone realizes this is arbitrary.

Once a professor has tenure, academic freedom requires that there be no further arbitrary assessment. A professor's research should always be subjected to intelligent and subtle critique and evaluation, but a tenured professor must be able to work free from concerns about whether the work will be seen as important by other scholars. You cannot write in order to be published. If others see your work as valuable that is gravy, but professors must be allowed to go down garden paths.

**T**HIS VALUE OF research is the process, not the product. Processes cannot be metricized, only results. Universities are not like businesses. They do not have a product. Attempting to increase their productivity is misguided at root. The purpose of being at a university is precisely to not be subject to the requirements of productivity. Metricizing research in order to increase productivity is analogous to metricizing love to increase its productivity.

Aristotle distinguished between doing something for its own sake and doing something for the sake of something else. There is no product from love or art or sport and there is no product from university research. One does it for its own sake. That is the point of being a scholar. Our English word "scholar" comes from the Greek *skholazein*, which means to do things for their own sake. Add what is called "an alpha-privative of negation" and you get *askholia*, which means "business."

University and the research and teaching which go on there are valuable for their own sake, not for what they produce. Like love, art or sport, university and research can become businesses, but that is not something to seek. It is something to deplore and avoid. The purpose of university is being at one. Students are already too prone to think the purpose of university is the degree or qualification they receive at the end. This is profoundly and tragically wrong and metricizing can only increase this mistake.

The UBC Law Faculty is looking for new ways to metricize in order to compete with science for university funds. We are trying to show that our research is as valuable as theirs. The Arts Faculty has the same problem to an even higher degree. Metricizing might almost be said to fit scientific research because so much of science is about measuring things. For lack of any better measure, many scientists have come to treat number of pages published, number of times an article is cited, amount of grants received

and number of patents issued as a valid measure of their work. All scientists, even those who succeed at getting grants and patents, know this is not a proper measure of science, but because much scientific research is very expensive, scientists must seek grants; scientific research has become grant-dependent. Because they and the granting agencies are familiar with quantification, many scientists have accepted metricization as inevitable. They have allowed their disciplines to be taken over by the world of business.

To apply metricization outside of science makes even less sense. A scientist tries to discover new things and in some weird sense one might be able to say that any new discovery is worth as much as any other. From there, one might jump to saying that the number of published pages describing a discovery is somehow a measure of something. Yet it still is not clear why more is better. The ultimate products of scientific research are not long, E=MC<sup>2</sup>, Boyle's Law and The Periodic Table of the Elements could all be published on one page.

And even if we were to allow that scientific research could be metricized, outside of science people are not less interested in discovering new things. They are thinking again about things that have been thought about many times before. In no meaningful sense can an idea about Homer be said to be equal to an idea about Dickens and neither could be said to be equal to an idea about the Wills Act or negligence.

**H**OW DOES ONE value scientific research against other university research? Some scientists are already asking this question. We in Law should ally ourselves with them and with those in Arts to resist the "scientification" of the university and the metricization of research. Our eventual goal should be to get all the scientists to join us, and jointly we should attempt to explain that a university is not a business and should not be treated as one.

The prime thing for the sake of which things are done is of course money and when it comes to money, metricization does make a kind of sense. With money, there is a bottom line. There is no bottom line at a university. University is done for its own sake, not for the sake of something else. It has no product. This makes university different from much of the rest of the world. People used to put university down as an "ivory tower" but that is not a put-down of university. University is an ivory tower. We should try to remember that.

The purpose of university is precisely to be different from the rest of the world. One point of university is to stand against the idea that everything is done for money. Metricizing university research is a step on the road to destroying the values associated with universities, not a step on the road to preserving them. ■

Stephen Wexler is a law professor at the University of British Columbia. He is in his 35th and antepenultimate year of teaching. He can be reached at 604-822-2194 or 604-228-8953. He does not do e-mail and says "I do not do e-mail because what I do as an intellectual requires me to read things very carefully and think about them very hard. My mind is like a samurai's sword. If I read e-mail, I will dull my blade. I am very selective about what I read and would much rather talk to people than read. 'Chatting' on-line is not what I mean by talking."

A version of this essay was originally published in the November 2004 issue of Faculty Focus, the newsletter of the Faculty Association of the University of British Columbia.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details ([duhaime@caut.ca](mailto:duhaime@caut.ca)). Commentary authors will be contacted only if their articles are accepted for publication.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef ([duhaime@caut.ca](mailto:duhaime@caut.ca)). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.